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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 360 Reviews: This section of the exam measures skills of Performance Management Specialists in configuring and deploying 360-degree feedback processes. It covers form templates, participant selection, and distribution workflows to gather comprehensive peer evaluations.
Topic 2	<ul style="list-style-type: none">• AI Features: This section of the exam measures skills of SAP Consultants in applying AI-driven enhancements in performance management. It involves configuring features like intelligent suggestions and automated summaries to improve efficiency and personalization.

Topic 3	<ul style="list-style-type: none"> • Goal Management: This section of the exam measures skills of Performance Management Specialists and covers how to configure and manage goal plans, goal library usage, and cascading goals. It ensures alignment of employee objectives with organizational strategies through effective goal-setting functionality.
Topic 4	<ul style="list-style-type: none"> • Job Architecture and Attributes: This section of the exam assesses the knowledge of SAP Consultants in working with job structure elements. It includes configuration of job roles, families, and attributes that are essential for defining performance expectations and linking goals to job frameworks.
Topic 5	<ul style="list-style-type: none"> • Form Templates: This section of the exam evaluates the abilities of Performance Management Specialists to create and customize performance review forms. It includes form sections, rating scales, and layout settings necessary for collecting structured employee evaluations.
Topic 6	<ul style="list-style-type: none"> • Configuration of Performance Management: This section of the exam measures skills of SAP Consultants in managing backend configuration for performance processes. It involves provisioning settings, XML modifications, and basic system integrations to ensure successful form deployment.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q63-Q68):

NEW QUESTION # 63

What are the main characteristics of skills?

Note: There are 2 correct answers to this question.

- A. Skills can be recommended to employees using AI capabilities.
- B. Skills can be mapped to Job Roles with Job Description Manager.
- C. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- D. Skills can be associated to behaviors.

Answer: A,D

NEW QUESTION # 64

As an administrator, you noticed there are in-progress forms for inactive users that were NOT removed automatically. Which actions should you take to update these specific in-progress forms?

Note: There are 2 correct answers to this question.

- A. Use the Route Forms tool to complete the forms.
- B. Deselect the option Do Not Remove Inactive Employee's In-Progress Documents on the form template.
- C. Use Modify Form Route Map to complete the forms.
- D. Run a Scheduled Job to Auto-Complete Inactive Users' Forms.

Answer: B,D

NEW QUESTION # 65

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions?

Note: There are 3 correct answers to this question.

- A. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- B. Additional operators besides = are supported.
- C. Multiple ratings can be grouped together under the same distribution guideline.
- D. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- E. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.

Answer: A,C,E

NEW QUESTION # 66

What can you do with the Import Performance Goals feature?

Note: There are 3 correct answers to this question.

- A. Delete goals
- B. Delete goal comments
- C. Transfer existing goals between employees
- D. Assign team goals
- E. Update goals

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Import Performance Goals feature allows administrators to:

- * Delete goals: Remove existing goals via import.
- * Transfer goals between employees: Move goals from one employee to another.
- * Update goals: Modify existing goal attributes through the import process.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Import Performance Goals feature enables administrators to delete existing goals, transfer goals between employees, and update goal attributes using a properly formatted import file."

Explanation of Options:

- * A. Incorrect: Deleting goal comments is not supported by the Import Performance Goals feature.
- * B. Correct: Deleting goals is a supported action.
- * C. Correct: Transferring goals between employees is supported.
- * D. Incorrect: Assigning team goals is not part of the Import Performance Goals feature.
- * E. Correct: Updating goals is supported.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Import Performance Goals," Subsection: "Supported Actions" (Q3 2025).

NEW QUESTION # 67

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The configurable="true" attribute in objective-sect
- B. The cascade-update="regular" attribute in field-definition
- C. The allow-group-goal="true" attribute in obj-plan-template
- D. The cascade-update="push-down" attribute in field-definition

Answer: B

NEW QUESTION # 68

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