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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Route Maps" This section of the exam assesses the ability of SAP Consultants to configure route maps. It includes defining stages, roles, and routing conditions that determine the flow of performance forms between employees, managers, and HR.
Topic 2	• 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.
Topic 3	• Continuous Performance Management (CPM): This section of the exam evaluates the skills of Performance Management Specialists in enabling and supporting CPM features. It includes configuring activities, achievements, and feedback tools for real-time, ongoing performance tracking.
Topic 4	• 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 5	• Calibration: This section of the exam evaluates the knowledge of SAP Consultants in setting up calibration sessions. It includes user role assignment, template usage, and session management to support unbiased performance reviews and data-driven decision-making.
Topic 6	• 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 7	• Performance Rating and Permissions: This section of the exam assesses the understanding of Performance Management Specialists in configuring rating behaviors and permissions. It covers the control of visibility and edit rights across different user roles in the performance management cycle.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q44-Q49):

NEW QUESTION # 44
What can an administrator do when accessing the Delete Continuous Feedback page?
Note: There are 2 correct answers to this question.

- A. The administrator CANNOT restore feedback once the feedback is deleted.
- B. The administrator can access all information, including feedback content from others.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator can delete only feedback given or received by active users.

Answer: A,D

NEW QUESTION # 45
What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Decline a feedback request.
- B. Filter to only show feedback with a linked activity.
- C. Filter to only show feedback with a linked achievement.
- D. Access the profile card to drill down into employee details.

Answer: A,B

NEW QUESTION # 46
Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. The Ask for Feedback system label button can be customized from Text Replacement.
- B. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- C. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- D. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.

Answer: A,B

NEW QUESTION # 47
In your goal plan, you notice some warnings as shown in the screenshot.
What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- C. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.

Answer: A

NEW QUESTION # 48
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- B. Establish release management.
- C. Integrate clean core practices in the end-to-end value process chain.
- D. Establish regular housekeeping tasks and procedures.
- E. Define roles and responsibilities as part of a process transformation office.

Answer: A,B,E

NEW QUESTION # 49
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