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**SAP C\_THR82\_2505 Exam**

**SAP Certified Associate - SAP SuccessFactors Performance and Goals**

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## SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q67-Q72):

#### NEW QUESTION # 67

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Provide coaching advice to your direct report in the 1:1 meeting.
- B. Create a new development goal from your activities view.
- C. Add your own meeting notes to assist with the 1:1 meeting.
- D. Add attachments to one of your activities.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

**Answer: B,C,D**

#### NEW QUESTION # 68

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- A. The calibration template to be used in the Calibration Session must be specified.
- B. All the subjects' review forms must be at the calibration step in the route map.
- C. The location of the Calibration Session must be specified.
- D. The Calibration Session planned activation date must be defined.
- E. The subject(s) of the Calibration Session must be defined.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- \* Subjects defined: The employees to be calibrated must be specified.
- \* Calibration template specified: The template defines the calibration criteria.

\* Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- \* A. Correct: Subjects must be defined.
- \* B. Incorrect: Location is not a mandatory requirement for validation.
- \* C. Incorrect: Planned activation date is not required for validation.
- \* D. Correct: The calibration template must be specified.
- \* E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

### NEW QUESTION # 69

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub?

Note: There are 3 correct answers to this question.

- A. Map Skills to Job Roles
- B. Categorize Attributes using Tags
- C. Set up a Proficiency Rating Scale
- D. Assign Rating History Type to form templates
- E. Import Attribute Libraries

Answer: B,C,E

### NEW QUESTION # 70

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>
```

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade a goal from their direct report's goal plan.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade goals to all employees in their reporting chain.

Answer: D

### NEW QUESTION # 71

How are competencies populated in the competency section of a form? Note: There are 3 correct answers to this question.

- A. Managers assign Core Competencies to their direct reports from the Org Chart.
- B. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- C. Users add competencies manually in the form when the section is <configurable="true">
- D. Administrators assign competencies to users from Admin Center.
- E. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.

Answer: B,C,E

### NEW QUESTION # 72

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