

SAP C_THR82_2505 Pdf Format Practice Program



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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 3	<ul style="list-style-type: none">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 4	<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.
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"> 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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q48-Q53):

NEW QUESTION # 48

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Enforce Start Date
- B. Hide Route Map on the Form
- C. Step Exit Reminder
- D. Modify Form Route Map

Answer: A,C

NEW QUESTION # 49

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

Answer: C,D,E

NEW QUESTION # 50

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this? Note: There are 2 correct answers to this question.

- A. The Disable Ask For Edit Routing option should be disabled.
- B. The user should have access to Unofficial User Rating.
- C. The Disable Ask For Comment Routing option should be disabled.

- D. The user should have access to Subject Rating.

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow a user not defined in the route map to provide ratings and comments:

- * Disable Ask For Edit Routing: Must be disabled to allow editing by non-route map users.
- * Disable Ask For Comment Routing: Must be disabled to allow comments by non-route map users.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable a user not in the route map to provide ratings and comments, ensure that 'Disable Ask For Edit Routing' and 'Disable Ask For Comment Routing' are disabled in the form template settings." Explanation of Options:

- * A. Correct: Disabling Ask For Edit Routing allows ratings.
- * B. Correct: Disabling Ask For Comment Routing allows comments.
- * C. Incorrect: Subject Rating access is for route map users.
- * D. Incorrect: Unofficial User Rating is not required for this scenario.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Non-Route Map User Access," Subsection: "Rating and Comment Permissions" (Q3 2025).

NEW QUESTION # 51

You want to create a goal plan template.

Which of the following methods are recommended? Note: There are 3 correct answers to this question.

- A. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- B. Copy an existing goal plan and save as a new version in Manage Templates.
- C. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- D. Download a template from the Software Download Center.
- E. Download a template from the SuccessStore.

Answer: B,C,E

NEW QUESTION # 52

You need to map skills to a new job family in your organization. Which tools are available to you to achieve this?

Note: There are 2 correct answers to this question.

- A. Import and Export Data
- B. Manage Job Profiles
- C. Manage Talent Intelligence Hub
- D. Manage Job Profile Content Import/Export

Answer: B,D

NEW QUESTION # 53

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