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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">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 2	<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 3	<ul style="list-style-type: none"> • 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.
Topic 4	<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 5	<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 6	<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 7	<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 8	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q36-Q41):

NEW QUESTION # 36

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

Answer: A,D

NEW QUESTION # 37

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.

- A. The Get Feedback feature, to collect additional comments on the form
- B. The Stack Ranker, to evaluate competencies and skills for their direct reports
- C. The Ask for Feedback button, to send an e-mail to internal or external users
- D. The Stack Ranker, to evaluate objectives and skills for their direct reports

- E. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it

Answer: B,C,E

NEW QUESTION # 38

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- A. Add the "obj-edit" in a performance form template XML.
- B. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- C. Configure the <plan-layout> to include switch buttons.
- D. Define <obj-plan-states> in the goal plan template XML.
- E. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.

Answer: B,D,E

NEW QUESTION # 39

A manager is giving continuous feedback to an employee using Generative AI. Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.

- A. The manager can use AI to add an attachment to the feedback that was given.
- B. The manager can use AI to change the tone of the writing and make it personable.
- C. The manager can use AI to link the feedback given to a specific activity.
- D. The manager can use AI to make the feedback actionable.

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Writing in Continuous Performance Management supports:

* Changing the tone: Making feedback more personable or professional.

* Making feedback actionable: Suggesting actionable steps or improvements.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements." Explanation of Options:

* A. Correct: AI can adjust the tone of feedback.

* B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.

* C. Incorrect: Adding attachments is not an AI-assisted feature.

* D. Correct: AI can make feedback actionable.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION # 40

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

Answer: B,D

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 # 41

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