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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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	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 5	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 6	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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q58-Q63):

NEW QUESTION # 58

What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Edit introduction texts for custom sections.
- B. Remove one of the form sections.
- C. Set specific form template dates for the forms being launched.
- D. Select employees based on filters.
- E. Disable the Ask for Feedback functionality for the forms being launched.

Answer: A,C,D

NEW QUESTION # 59

Which of the following Detailed 360 Report views can you turn on from Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Rank view
- B. Gap Analysis view
- C. Graphical Summary view
- D. Hidden Strength and Blind Spot view

Answer: A,B

NEW QUESTION # 60

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session?

Note: There are 2 correct answers to this question.

- A. You can select custom filters to be used in people search when you set up a Calibration Session.
- B. You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- C. You can select Filter fields for the filter function across all views in the Calibration Session.
- D. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.

Answer: B,C

NEW QUESTION # 61

What can users do with a form during a collaborative route map step?

- A. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- B. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- C. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.

- D. The form can be sent to another user with the Get Feedback button.

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:

- * A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- * B. Correct: Only one user can edit at a time in a collaborative step.
- * C. Incorrect: Simultaneous editing by multiple users is not supported.
- * D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection:

"Collaborative Step Behavior" (Q3 2025).

NEW QUESTION # 62

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- A. In Provisioning # Managing Competencies and Skills # Competency Libraries
- B. In Provisioning Company Settings
- C. In the CSV file downloaded from the competency library
- D. In Manage Competencies
- E. In the performance form template XML

Answer: A,C,D

NEW QUESTION # 63

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