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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">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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q28-Q33):

NEW QUESTION # 28

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- A. user-item-cmt-rating
- B. item-rating**
- C. subject-item-rating
- D. item-cmt-rating**

Answer: B,D

NEW QUESTION # 29

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. Bin view**
- B. Matrix Grid view
- C. Executive review**
- D. List view
- E. Dashboard view**

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

- * Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.
- * Executive review: Shows distribution guidelines for high-level oversight.
- * Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

- * A. Correct: Bin view shows the distribution of ratings against guidelines.
- * B. Correct: Executive review includes visibility of distribution guidelines.
- * C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.
- * D. Correct: Dashboard view includes graphical representations of distribution guidelines.
- * E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection: "Distribution Guidelines Visibility" (Q3 2025).

NEW QUESTION # 30

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

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

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Ask for Feedback feature allows:

- * Customization of the system label button: The button label can be customized using Text Replacement.
- * Display in Supporting Information pod: Feedback responses can be shown in the Supporting Information pod of the performance form.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Ask for Feedback feature allows customization of the system label button via Text Replacement in Admin Center. Additionally, responses collected through Ask for Feedback can be configured to appear in the Supporting Information pod of the performance form for visibility." Explanation of Options:

- * A. Incorrect: Ask for Feedback can be disabled at the form template level, not just globally.
- * B. Incorrect: Responses in Team Overview are not always visible to both manager and matrix manager; visibility depends on permissions.
- * C. Correct: The button label can be customized via Text Replacement.
- * D. Correct: Responses can appear in the Supporting Information pod.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask for Feedback Configuration," Subsection: "Feature Capabilities" (Q3 2025).

NEW QUESTION # 31

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. Default facilitator(s) CANNOT be changed.
- B. Calibration views can be modified by managers.
- C. Direct reports can be added as participants or subjects.
- D. The templates available to managers can be restricted from role-based permissions.

Answer: C,D

NEW QUESTION # 32

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. `textarea`
- B. `table`
- C. `enum`
- D. `comment`

Answer: A,C

NEW QUESTION # 33

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