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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>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 2	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 3	<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 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</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 (Q66-Q71):

#### NEW QUESTION # 66

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

**Answer: B,C,D**

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 # 67

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.
- B. The goal plan template you converted will retain its original <obj-plan-id>.
- C. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- D. The original goal plan template is deleted since it CANNOT be used anymore.
- E. The goal plan template CANNOT be converted if Group Goal data exists.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

\* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.

\* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.

\* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as <Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

\* A. Correct: Group Goal data prevents conversion.

\* B. Incorrect: The original template is not deleted; it is renamed as Backup.

\* C. Incorrect: The <obj-plan-id> is not changed to a new value.

\* D. Correct: The original template is renamed as Backup.

\* E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

### NEW QUESTION # 68

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

**Answer: C,D**

### NEW QUESTION # 69

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. enum

- B. comment
- C. table
- D. textarea

Answer: A,D

### NEW QUESTION # 70

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

Answer: A,B,C

### NEW QUESTION # 71

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