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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">• 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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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.
Topic 9	<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 - C_THR82_2505 - Newest SAP Certified Associate - SAP SuccessFactors Performance and Goals Exam Engine

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q59-Q64):

NEW QUESTION # 59

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.
- B. Administrators CANNOT create delegation requests on behalf of other users.
- C. Delegators CANNOT add, edit, or delete goals for a delegatee.
- D. The form templates available to create delegation requests can be restricted in role-based permissions.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

* Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.

* Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

* A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.

* B. Correct: Templates can be restricted via RBP.

* C. Correct: Requests are cancelled if not accepted.

* D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection: "Configuration and Behavior" (Q3 2025).

NEW QUESTION # 60

An employee wants to use Generative AI to create performance goals.

Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. milestones
- B. desc
- C. comments
- D. state
- E. metric

Answer: A,B,E

NEW QUESTION # 61

Which features can you enable and disable in Continuous Performance Management Configuration (CPM)?

Note: There are 3 correct answers to this question.

- A. Enable Multiple Role Support
- B. Enable "Discussion Topic"
- C. Delete Channels
- D. Assisted Skill Recommendation Using CPM Data
- E. Disable Deleting Feedback

Answer: A,B,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Continuous Performance Management (CPM) Configuration, administrators can enable or disable specific features:

- * Enable Multiple Role Support: Allows multiple roles to participate in CPM activities.
- * Disable Deleting Feedback: Prevents users from deleting feedback.
- * Enable "Discussion Topic": Enables the Discussion Topic feature for meetings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "In CPM Configuration, administrators can enable or disable features such as Multiple Role Support, Disable Deleting Feedback to prevent feedback removal, and Enable 'Discussion Topic' to allow structured discussion topics during 1:1 meetings." Explanation of Options:

- * A. Correct: Multiple Role Support is a configurable feature.
- * B. Incorrect: Deleting Channels is not a standard configurable feature in CPM.
- * C. Correct: Disabling Deleting Feedback is supported.
- * D. Correct: Enabling Discussion Topic is a valid option.
- * E. Incorrect: Assisted Skill Recommendation is not a CPM-specific configuration.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "CPM Configuration," Subsection: "Feature Toggles" (Q3 2025).

NEW QUESTION # 62

What is the purpose of the user-defined step in a single-step route map?

- A. To ensure all performance forms are routed to the same user in that step
- B. To make sure the form comes back to the user's inbox at the end of the workflow
- C. To assign the form to a group of people
- D. To split the sections of the form and send each of them to different users for validation

Answer: A

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The user-defined step in a single-step route map ensures that all performance forms are routed to a specific user (or role) defined in that step.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "A user-defined step in a single-step route map ensures that all performance forms are routed to the same user or role specified in the step, streamlining the review process." Explanation of Options:

- * A. Correct: The step routes forms to a specific user or role.
- * B. Incorrect: Assigning to a group is not the purpose of a single-step route map.
- * C. Incorrect: Splitting sections is not supported in a single-step route map.
- * D. Incorrect: Returning to the user's inbox is not the purpose of this step.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection: "User-Defined Step" (Q3 2025).

NEW QUESTION # 63

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

Answer: B,D,E

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 # 64

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