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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">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 3	<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 4	<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 5	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q54-Q59):

NEW QUESTION # 54

Where can you add and update translations for section name and description in a 360 Review form? Note:
There are 2 correct answers to this question.

- A. In the XML template, by referencing the msgkey
- B. In Manage Languages, by adding the Translations
- C. In Manage Form Label Translations, by adding the Translations in a CSV file
- D. In Manage Templates, by adding the msgkey

Answer: A,C

NEW QUESTION # 55

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

- A. The form can be sent to another user with the Get Feedback button.
- 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 back and forth between the different users of the collaborative step before moving to the next step.

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 # 56

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Select the Refresh button once you set the new status to achieve the goal.
- B. Set the new status as the default field value to achieve the goal.
- C. Set the new status to trigger goal completion.
- D. Select the Convert button once you set the new status to achieve the goal.

Answer: A,C

NEW QUESTION # 57

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.

- B. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.</max-goals></max-weight></max-goals-per-category></max-weight></min-goals></max-weight></min-goals></weight-total>
- C. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

- D. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Warnings in a goal plan typically indicate that configured limits are not met. The warning in this case suggests that the total weight of goals exceeds <max-weight> (set to 100) or the number of goals exceeds <max-goals> (set to 5) for the entire goal plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "Warnings in the goal plan are triggered when the total weight exceeds the <max-weight> limit (e.g., 100) or the number of goals exceeds the <max-goals> limit (e.g., 5) defined for the entire goal plan."

Explanation of Options:

- * A. Incorrect: <weight-total> is not a standard attribute; <max-weight> is used.
- * B. Incorrect: <min-goals> is not typically paired with <max-weight> for warnings.
- * C. Incorrect: <max-goals-per-category> applies to categories, not the entire plan.
- * D. Correct: <max-weight> of 100 and <max-goals> of 5 are the correct limits triggering the warning.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Goal Plan Warnings," Subsection: "Limit Configurations" (Q3 2025).

NEW QUESTION # 58

How can you set up rating scales in your performance form template?

Note: There are 2 correct answers to this question.

- A. You can assign more than one rating scale to your ratable sections.
- B. You can set a rating scale in a custom section.
- C. You can set a main rating scale from General Settings.
- D. You can change the rating scale on live forms.

Answer: A,C

NEW QUESTION # 59

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