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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"> 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 2	<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 3	<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 4	<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 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.
Topic 6	<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 7	<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 8	<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 9	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q72-Q77):

NEW QUESTION # 72

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. `<sect-mode="EZ-Rater">` can be configured for the Competency section only, to compare employee and manager ratings side by side.
- B. The items within the EZ Rater section will collapse by default.
- C. EZ-Rater can be turned on from Admin Center Manage Templates.
- D. EZ Rater includes an on-form Gap Analysis graph.
- E. `<sect-mode="EZ-Rater">` can be configured for Goal and Competency sections to compare employee and manager ratings side by side.

Answer: A,D,E

NEW QUESTION # 73

Your customer needs to set up a non-hierarchical permission for the HRBP role to allow for the creation of personal goals for employees in the US. How can you do this in the instance?

Note: There are 2 correct answers to this question.

- A. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.
- B. Include Create Team Goals permission in the Goals category in RBP for the HRBP role.
- C. Include the EH role in the <create> permission in the Goal Plan XML template.
 D. Include a custom role in the <create> permission in the Goal Plan XML template.</create></create>

Answer: A,B

NEW QUESTION # 74

What happens when you define a Calibration Session owner during the session setup?

- A. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- B. The owner can define export permissions for the session.
- C. The owner can view their calibration data on the Executive Review tab.
- D. The session creator can assign only one owner.

Answer: A

NEW QUESTION # 75

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. configurable="true"
- B. lock-item-weights="false"
- C. in-overall-rating="true"
- D. no-weight="true"

Answer: B,C

NEW QUESTION # 76

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

Answer: A,B,D

NEW QUESTION # 77

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