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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">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 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"> 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"> 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 6	<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 7	<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 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"> 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 (Q36-Q41):

NEW QUESTION # 36

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When using rating scales below 5 points
- B. When showing numeric values
- C. When hiding numeric values**
- D. When using matrix grid rating scales
- E. When using rating scales over 5 points**

Answer: C,D,E

NEW QUESTION # 37

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- B. When subjects with comments from the current session are NOT marked as discussed.
- C. When any of the views in the session include unrated subjects.
- D. When distribution guidelines are enforced but NOT met within the calibration session.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

* Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.

* Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025):"A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 38

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Hide Route Map on the Form
- B. Enforce Start Date
- C. Step Exit Reminder
- D. Modify Form Route Map

Answer: B,C

NEW QUESTION # 39

What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Disable the Ask for Feedback functionality for the forms being launched.
- B. Remove one of the form sections.
- C. Set specific form template dates for the forms being launched.
- D. Select employees based on filters.
- E. Edit introduction texts for custom sections.

Answer: C,D,E

NEW QUESTION # 40

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- A. Multiple ratings can be grouped together under the same distribution guideline.
- B. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- C. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- D. Additional operators besides = are supported.
- E. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.

Answer: B,D,E

NEW QUESTION # 41

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