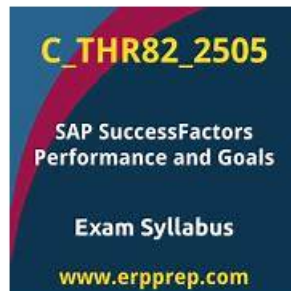


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## SAP C\_THR82\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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>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.</li></ul>
Topic 4	<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 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 7	<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 8	<ul style="list-style-type: none"><li>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.</li></ul>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q11-Q16):

### NEW QUESTION # 11

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Approve forms
- B. Mass decline/complete forms
- C. Restore completed forms
- D. Route forms to Signature Stage

Answer: B,C

### NEW QUESTION # 12

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. Peer (EMD)
- B. All Level Manager (EM+)
- C. Custom Manager (EC)

- D. Direct Report (ED)
- E. All Matrix Managers (EP)

**Answer: A,D,E**

### NEW QUESTION # 13

What is required when you want to generate comments in 360 Reviews using AI-Assisted Writing?

- A. Assign a rating to a performance or development goal and add comments manually.
- B. Assign a rating to a competency, skill, or behavior and do NOT enter any comment.
- C. Add comments manually and select the text to generate an AI-Assisted comment.
- D. Select an option from the suggested six topics when no rating is assigned.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To generate comments in 360 Reviews using AI-Assisted Writing, users must add comments manually and then select the text to generate an AI-assisted version of the comment.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "AI-Assisted Writing in 360 Reviews requires users to manually add comments and then select the text to generate an AI-assisted version, which can refine or enhance the comment based on AI analysis." Explanation of Options:

- \* A. Correct: Manual comments must be added and selected for AI assistance.
- \* B. Incorrect: Assigning a rating without a comment does not trigger AI-Assisted Writing.
- \* C. Incorrect: There are no "suggested six topics" for this feature.
- \* D. Incorrect: Assigning a rating to a goal with manual comments is not required.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "AI-Assisted Writing," Subsection: "Comment Generation" (Q3 2025).

### NEW QUESTION # 14

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- A. In Provisioning Company Settings
- B. In Performance Management Feature Settings
- C. In the form template XML with a specific tag
- D. In Form Template Settings

**Answer: D**

### NEW QUESTION # 15

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

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

**Answer: D**

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

"User-Defined Step" (Q3 2025).

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