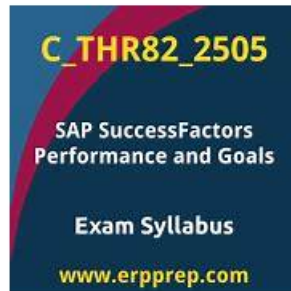


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q62-Q67):

NEW QUESTION # 62

What are the Dynamic Team members able to achieve when OKR functionality is enabled"? Note: There are 2 correct answers to this question.

- A. Add up to 5 key results for each objective
- B. Define the role of other people on the team
- C. Add or remove contributors to a key result
- D. Create objective statuses

Answer: A,D

NEW QUESTION # 63

What are some end user capabilities of Goal Management? Note: There are 3 correct answers to this question.

- A. New and previous values of the changed fields are logged in the Audit History.
- B. Users can manage Milestones for personal and team goals.
- C. Personal Goals, up to 10 at a time, can be added from a Goal Library.
- D. A CSV header can be generated from the Goal Plan directly in the latest version of Goal Management.
- E. Spell Check can be used in text and textarea fields.

Answer: A,B,E

NEW QUESTION # 64

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

Answer: B,C

NEW QUESTION # 65

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

- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: B,C

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 # 66

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

Answer: A,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 # 67

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