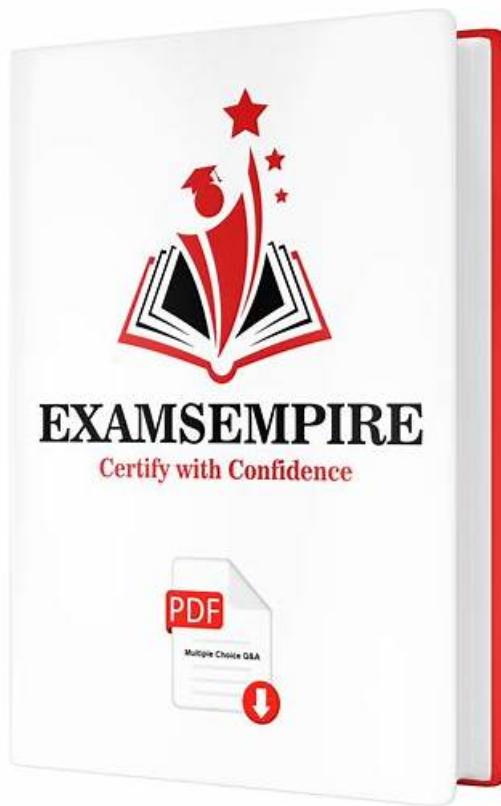


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Recall enabled
- B. Show section weights
- C. Lock down section weights
- D. Enable Development Plan Integration

Answer: C,D

NEW QUESTION # 18

You are configuring hidden-threshold="2" for the Direct Report category.

What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- B. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- C. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- D. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: B,C

NEW QUESTION # 19

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

Answer: A,D

NEW QUESTION # 20

What can you do in Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Delete a template.
- B. **Upload an XML file in order to create a new template.**
- C. Upload an XML file in order to update an existing template.
- D. **Download the latest XML file of a template.**

Answer: B,D

NEW QUESTION # 21

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>
```

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade goals to their manager's goal plan.
- C. **A manager can cascade goals to all employees in their reporting chain.**
- D. A manager can cascade a goal from their direct report's goal plan.

Answer: C

NEW QUESTION # 22

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