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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Job Architecture and Attributes: This section of the exam assess|es 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 2	• 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 3	• 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 4	• 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 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.
Topic 6	• 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 7	• 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 8	• 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 9	• 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 (Q69-Q74):

NEW QUESTION # 69
Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Use Al-assisted writing
- B. Access the Delete Continuous Feedback page
- C. Prevent feedback deletion by users
- D. Support multiple roles
- E. Provide discussion topics

Answer: C,D,E

NEW QUESTION # 70
Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?
Note: There are 3 correct answers to this question.

- A. Data from Comments on Performance forms

- B. Data from Ask for Feedback
- C. Data from Continuous Feedback
- D. Data from Get Feedback
- E. Data from Comments on Development Goals

Answer: A,B,C

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:
* Comments on Performance forms: Textual comments provided in performance forms.
* Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
* Ask for Feedback: Feedback collected via the Ask for Feedback feature.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:
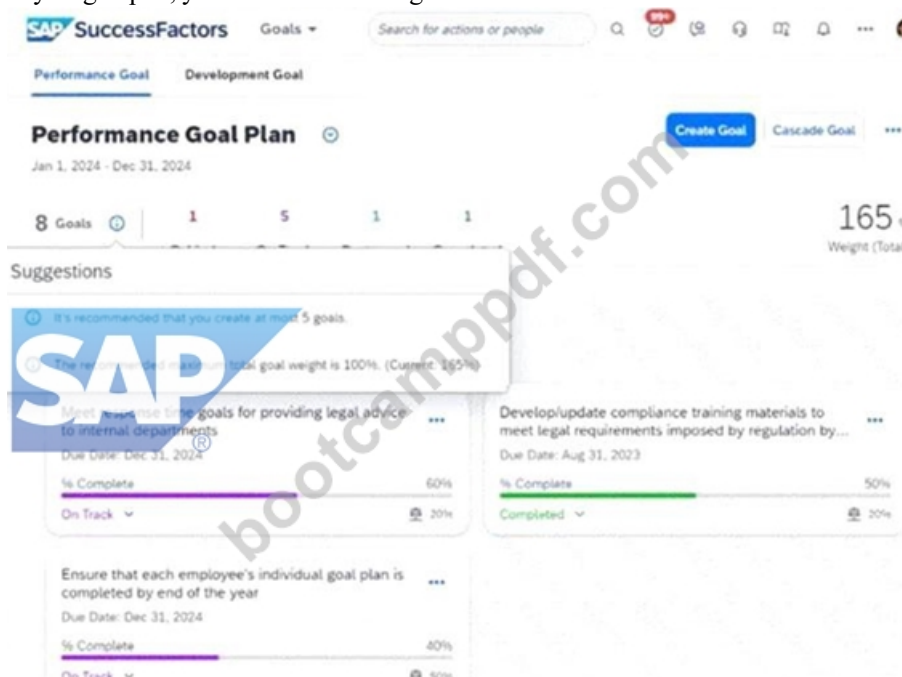* A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
* B. Correct: Continuous Feedback is supported for AI analysis.
* C. Correct: Ask for Feedback responses are included as a data source.
* D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
* E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Supported Data Sources" (Q3 2025).

NEW QUESTION # 71

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- D. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

Answer: B

NEW QUESTION # 72

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session? Note: There are 2 correct answers to this question.

- A. You can select Filter fields for the filter function across all views in the Calibration Session.
- B. You can select custom filters to be used in people search when you set up a Calibration Session.
- C. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- D. You can select additional fields to be displayed in the results table, in addition to the default search result fields.

Answer: A,B

NEW QUESTION # 73

What is the purpose of the Coaching Advisor/Give Advice functionality? Note: There are 2 correct answers to this question.

- A. To give a user an overall performance rating based on calculations
- B. To give a user guidance to create SMART goals
- C. To give a user developmental suggestions
- D. To give a user information on how to strengthen a competency

Answer: C,D

NEW QUESTION # 74

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