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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	 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	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	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	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 5	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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q56-Q61):

NEW QUESTION #56

Which of the following are available rating styles in the latest experience of Performance Management forms? Note: There are 3 correct answers to this question.

- A. Circle
- B. Slider
- C. Dropdown
- D. Radio
- E. Stars

Answer: B,C,E

NEW QUESTION #57

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. Customers can grant access to the dashboard to partners.
- C. It can be accessed by using SAP For Me.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

NEW QUESTION #58

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 subjects with comments from the current session are NOT marked as discussed.
- B. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- 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: B,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 #59

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- B. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form
- C. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- D. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.

Answer: D

NEW QUESTION #60

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 additional fields to be displayed in the results table, in addition to the default search result fields.
- C. You can select custom filters to be used in people search when you set up a Calibration Session.
- D. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.

Answer: A,C

NEW QUESTION #61

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