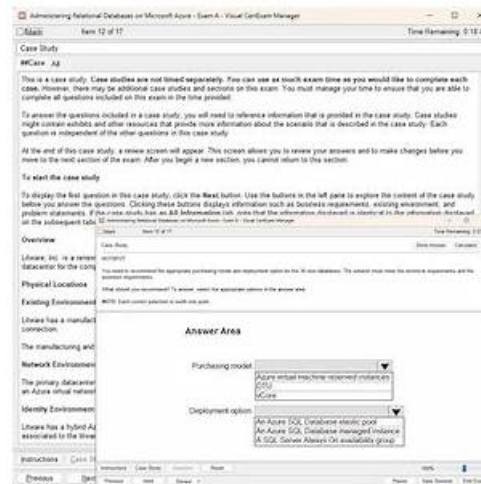


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q58-Q63):

NEW QUESTION # 58

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.

- A. The Stack Ranker, to evaluate competencies and skills for their direct reports
- B. The Stack Ranker, to evaluate objectives and skills for their direct reports
- C. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- D. The Ask for Feedback button, to send an e-mail to internal or external users
- E. The Get Feedback feature, to collect additional comments on the form

Answer: A,C,D

NEW QUESTION # 59

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed.

Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from Others tab?

- A. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- B. Remove item-cmt-rating permission to hide the Unofficial User Rating
- C. Remove subject-item-rating permission to hide the Employee Rating
- D. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"

Answer: A

NEW QUESTION # 60

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Send a channel invitation to your colleague to have regular 1:1 meetings.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Add attachments to one of your activities.

Answer: A,D,E

NEW QUESTION # 61

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- A. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.
- B. The Ask for Feedback system label button can be customized from Text Replacement.
- C. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- D. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Ask for Feedback feature allows:

- * Customization of the system label button: The button label can be customized using Text Replacement.
- * Display in Supporting Information pod: Feedback responses can be shown in the Supporting Information pod of the performance form.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Ask for Feedback feature allows customization of the system label button via Text Replacement in Admin Center. Additionally, responses collected through Ask for Feedback can be configured to appear in the Supporting Information pod of the performance form for visibility." Explanation of Options:

- * A. Incorrect: Ask for Feedback can be disabled at the form template level, not just globally.
- * B. Incorrect: Responses in Team Overview are not always visible to both manager and matrix manager; visibility depends on permissions.
- * C. Correct: The button label can be customized via Text Replacement.
- * D. Correct: Responses can appear in the Supporting Information pod.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask for Feedback Configuration," Subsection: "Feature Capabilities" (Q3 2025).

NEW QUESTION # 62

Which of the following are considerations when you are converting legacy templates to the latest version?

- A. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- B. The background style for the status field is supported in both RGB and HEX.
- C. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- D. Any existing Group Goal data from the legacy template will be retained.

Answer: A,C

NEW QUESTION # 63

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