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## SAP C-THR82-2505 Exam Syllabus Topics:

| Topic   | Details   |
|---------|---|
| Topic 1 | <ul style="list-style-type: none"> <li>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.</li> </ul>            |
| Topic 2 | <ul style="list-style-type: none"> <li>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.</li> </ul>                     |
| Topic 3 | <ul style="list-style-type: none"> <li>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.</li> </ul> |
| Topic 4 | <ul style="list-style-type: none"> <li>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.</li> </ul>               |

|         |  |
|---------|--|
| Topic 5 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
| Topic 6 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>   |
| Topic 7 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>                                     |

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## Reliable C-THR82-2505 Practice Questions - Exam C-THR82-2505 Objectives

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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q51-Q56):

#### NEW QUESTION # 51

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The goal plan template you converted will retain its original <obj-plan-id>.
- B. The original goal plan template is deleted since it CANNOT be used anymore.
- C. The goal plan template CANNOT be converted if Group Goal data exists.
- D. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.
- E. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

- \* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.
- \* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.
- \* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as <Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

- \* A. Correct: Group Goal data prevents conversion.
- \* B. Incorrect: The original template is not deleted; it is renamed as Backup.
- \* C. Incorrect: The <obj-plan-id> is not changed to a new value.
- \* D. Correct: The original template is renamed as Backup.
- \* E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

#### NEW QUESTION # 52

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

Answer: B,C

#### NEW QUESTION # 53

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.
- B. A manager can cascade a goal from their direct report's goal plan.
- C. 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.
- D. A manager can cascade goals to their manager's goal plan.

Answer: A

#### NEW QUESTION # 54

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills.

Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note:

There are 3 correct answers to this question.

- A. Categorize Attributes using Tags
- B. Import Attribute Libraries
- C. Map Skills to Job Roles
- D. Set up a Proficiency Rating Scale
- E. Assign Rating History Type to form templates

Answer: A,D,E

#### NEW QUESTION # 55

Which of the following apply to Activity Linking in Continuous Performance Management?

Note: There are 2 correct answers to this question.

- A. Activities can only be linked to Performance and Development Goals from default templates.
- B. The Create Activity quick action on the home page allows to link to a maximum of 5 goals.
- C. Activities can be linked to a maximum of 20 Performance and 20 Development Goals from any template.
- D. Goals from unconverted legacy templates can be linked to activities.

Answer: C,D

#### NEW QUESTION # 56

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