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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none"> • 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	<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 6	<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 7	<ul style="list-style-type: none"> • 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 8	<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 9	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q25-Q30):

NEW QUESTION # 25

An employee wants to use Generative AI to create performance goals.

Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. desc
- B. metric
- C. comments
- D. milestones
- E. state

Answer: A,B,D

NEW QUESTION # 26

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- A. In the performance form template XML
- B. In the CSV file downloaded from the competency library
- C. In Manage Competencies
- D. In Provisioning → Managing Competencies and Skills → Competency Libraries
- E. In Provisioning Company Settings

Answer: B,C,D

NEW QUESTION # 27

Where can you export and import translations of a performance form in Admin Center?

- **A. In Manage Form Label Translations**
- B. In Manage Languages
- C. In Import Translations
- D. In Text Replacement

Answer: A

NEW QUESTION # 28

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

- A. In Manage Templates > Choose an alternate label for the rating field
- **B. In XML <calc-rating-label>**
- C. In XML <calc-summary-rating-label>
- **D. In XML <overall-rating-label>**

Answer: B,D

NEW QUESTION # 29

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- **A. The form templates available to create delegation requests can be restricted in role-based permissions.**
- **B. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.**
- C. Delegators CANNOT add, edit, or delete goals for a delegatee.
- D. Administrators CANNOT create delegation requests on behalf of other users.

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

* Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.

* Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

* A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.

* B. Correct: Templates can be restricted via RBP.

* C. Correct: Requests are cancelled if not accepted.

* D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection: "Configuration and Behavior" (Q3 2025).

NEW QUESTION # 30

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