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SAP C_THR82_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Form Templates: In this area, SAP consultants gain insights into creating and customizing performance management form templates. The topic emphasizes adjusting settings to meet diverse organizational needs.
Topic 2	Performance Rating and Permissions: The topic highlights techniques for setting up performance rating scales and configuring user permissions. SAP consultants learn to ensure accurate performance assessments and maintain data security, a critical component of effective SuccessFactors deployments.

Topic 3	Managing Clean Core: In this topic, SAP consultants understand the importance of maintaining a clean core by minimizing customizations in system configurations. The focus is on strategies that simplify upgrades and improve system efficiency. The topic equips consultants with essential practices to ensure long-term system integrity, aligning with SuccessFactors implementation goals.
Topic 4	Configuration of Performance Management: This topic introduces SAP consultants to configuring performance management settings in SuccessFactors. It covers detailed steps for designing performance templates, empowering consultants to implement tailored performance solutions that drive organizational success.
Topic 5	Goal Management: SAP consultants explore maintaining and updating goal plans effectively. This topic integrates goal management with performance systems and demonstrates techniques to align individual goals with organizational objectives. It ensures consultants can foster alignment between employee efforts and enterprise goals during SuccessFactors implementations.
Topic 6	360 Reviews: This topic equips SAP consultants with the knowledge to set up and manage 360-degree feedback processes. It emphasizes incorporating 360 reviews into broader performance strategies, enabling comprehensive assessments of employee contributions.
Topic 7	Route Maps: SAP consultants explore the features of route maps in performance management. The topic provides steps to configure route maps, ensuring smooth workflows for performance forms and alignment with SuccessFactors processes.
Topic 8	Continuous Performance Management (CPM): The topic covers enabling CPM features within the system, providing an overview of its functionalities and benefits. SAP consultants learn to incorporate continuous feedback and goal tracking into the SuccessFactors framework, promoting a culture of ongoing performance improvement.
Topic 9	Competencies: The topic provides an understanding of defining and categorizing competencies in SuccessFactors. It includes techniques for linking competencies to specific job roles and responsibilities, ensuring SAP consultants can structure competencies to enhance workforce alignment with organizational objectives.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q63-Q68):

NEW QUESTION # 63

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note:
There are 2 correct answers to this question.

- A. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.
- B. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form.
- C. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form.

- D. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.

Answer: A,C

NEW QUESTION # 64

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Manage Job Roles
- B. In Configure Employee Files
- C. In Manage Users
- D. In Employee Import

Answer: A,C

NEW QUESTION # 65

How can you set up rating scales in your performance form template? Note: There are 2 correct answers to this question.

- A. You can set a main rating scale from General Settings.
- B. You can change the rating scale on live forms.
- C. You can set a rating scale in a custom section.
- D. You can assign more than one rating scale to your ratable sections.

Answer: A,D

NEW QUESTION # 66

Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.

- A. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- B. Custom roles CANNOT be included as participants.
- C. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- D. Categories can always be removed if the user has permissions to edit the section.

Answer: C,D

NEW QUESTION # 67

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 a goal from their direct report's goal plan.
- B. A manager can cascade goals to their manager'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 all employees in their reporting chain.

Answer: D

NEW QUESTION # 68

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