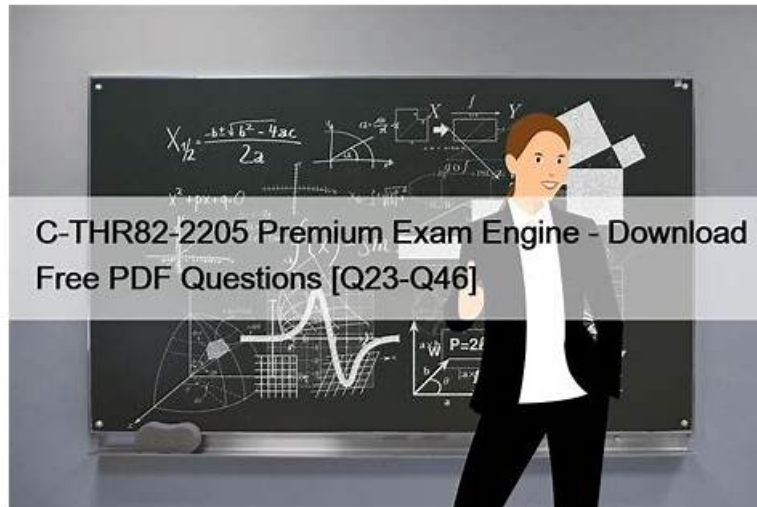


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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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 (Q16-Q21):

NEW QUESTION # 16

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- **B. SAP Business Accelerator Hub**
- C. SAP Application Interface Framework

Answer: B

NEW QUESTION # 17

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 18

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

Answer: A,C,E

NEW QUESTION # 19

Your customer is using Talent Intelligence Hub and you have to map some competencies to a set of Job Roles using the Role-Mapped Competencies import entity. Which identifier should you use for the competency to be assigned to the job role in the import file?

- A. External Code
- **B. Competency ID**
- C. GuID
- D. ID

Answer: B

NEW QUESTION # 20

You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- A. The location of the Calibration Session must be specified.
- B. The Calibration Session planned activation date must be defined.
- C. The calibration template to be used in the Calibration Session must be specified.
- D. All the subjects' review forms must be at the calibration step in the route map.
- E. The subject(s) of the Calibration Session must be defined.

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- * Subjects defined: The employees to be calibrated must be specified.
- * Calibration template specified: The template defines the calibration criteria.
- * Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- * A. Correct: Subjects must be defined.
- * B. Incorrect: Location is not a mandatory requirement for validation.
- * C. Incorrect: Planned activation date is not required for validation.
- * D. Correct: The calibration template must be specified.
- * E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

NEW QUESTION # 21

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