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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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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"> 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	<ul style="list-style-type: none"> 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.
Topic 5	<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 6	<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 7	<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 8	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q75-Q80):

NEW QUESTION # 75

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

Answer: A,D,E

NEW QUESTION # 76

Which features can you enable and disable in Continuous Performance Management Configuration (CPM)?

Note: There are 3 correct answers to this question.

- A. Delete Channels
- B. **Enable Multiple Role Support**
- C. Disable Deleting Feedback
- D. **Enable 'Discussion Topic'**
- E. Assisted Skill Recommendation Using CPM Data

Answer: B,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Continuous Performance Management (CPM) Configuration, administrators can enable or disable specific features:

- * Enable Multiple Role Support: Allows multiple roles to participate in CPM activities.
- * Disable Deleting Feedback: Prevents users from deleting feedback.
- * Enable "Discussion Topic": Enables the Discussion Topic feature for meetings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "In CPM Configuration, administrators can enable or disable features such as Multiple Role Support, Disable Deleting Feedback to prevent feedback removal, and Enable 'Discussion Topic' to allow structured discussion topics during 1:1 meetings." Explanation of Options:

- * A. Correct: Multiple Role Support is a configurable feature.
- * B. Incorrect: Deleting Channels is not a standard configurable feature in CPM.
- * C. Correct: Disabling Deleting Feedback is supported.
- * D. Correct: Enabling Discussion Topic is a valid option.
- * E. Incorrect: Assisted Skill Recommendation is not a CPM-specific configuration.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "CPM Configuration," Subsection: "Feature Toggles" (Q3 2025).

NEW QUESTION # 77

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The `<max-weight>` is 100 and the `<min-goals>` is 5 for the entire goal plan.
- B. The `<weight-total>` is 100 and `<min-goals>` is 5 for the entire goal plan.
- C. The `<max-weight>` is 100 and `<max-goals-per-category>` is 5 for the entire goal plan.
- D. **The `<max-weight>` is 100 and `<max-goals>` is 5 for the entire goal plan.**

Answer: D

NEW QUESTION # 78

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

Answer: A,D,E

NEW QUESTION # 79

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Define the Section Comments field as a required field for the role providing the final rating (like EM).

- B. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- C. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- D. **Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.**

Answer: D

NEW QUESTION # 80

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