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## SAP C\_THR82\_2505 Exam

### 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"> <li>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.</li> </ul>
Topic 2	<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>
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>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 5	<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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<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 9	<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>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q21-Q26):

### NEW QUESTION # 21

What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator can only delete feedback given in the last three months.
- C. The administrator can access all information, including feedback content from others.
- D. The administrator CANNOT restore feedback once the feedback is deleted.

**Answer: A,D**

#### **NEW QUESTION # 22**

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. **lock-item-weights="false"**
- B. **configurable="true"**
- C. **in-overall-rating="true"**
- D. **no-weight="true"**

**Answer: A,C**

#### **NEW QUESTION # 23**

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section? Note: There are 2 correct answers to this question.

- A. **item-rating**
- B. **item-cnt-rating**
- C. **subject-item-rating**
- D. **user-item-cnt-rating**

**Answer: A,B**

#### **NEW QUESTION # 24**

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

**Answer: B,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 # 25

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. Matrix Grid view
- B. Executive review
- C. List view
- D. Bin view
- E. Dashboard view

**Answer: B,D,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

\* Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.

\* Executive review: Shows distribution guidelines for high-level oversight.

\* Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

\* A. Correct: Bin view shows the distribution of ratings against guidelines.

\* B. Correct: Executive review includes visibility of distribution guidelines.

\* C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.

\* D. Correct: Dashboard view includes graphical representations of distribution guidelines.

\* E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection:

"Distribution Guidelines Visibility" (Q3 2025).

### NEW QUESTION # 26

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