

Free PDF SAP - C_THR82_2505–High Pass-Rate Exam Blueprint



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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 5	<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 6	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q10-Q15):

NEW QUESTION # 10

Which type of permissions of approved sessions can be granted to facilitators? Note: There are 3 correct answers to this question.

- A. Write
- B. Finalize
- C. Delete
- D. Reopen
- E. Export

Answer: A,C,E

NEW QUESTION # 11

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. user-item-cmt-rating
- B. item-rating
- C. item-cmt-rating
- D. subject-item-rating

Answer: B,C

NEW QUESTION # 12

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

Answer: A,B

NEW QUESTION # 13

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date.

What settings do you need to make to ensure this takes place?

- A. Define the due date for the first step in the route map configuration in Form Template Settings.
* Select the "Automatic send on due date" option in Step 1 of the route map.
- B. Define the due date for the first step in the route map configuration in Manage Route Maps.
* Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.

- C. Define the exit date for the first step in the route map configuration in Manage Route Maps.
* Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- D. Define the start date for the first step in the route map configuration in Manage Route Maps.
* Select the "Enforce Start Date" option in Step 2 of the route map.

Answer: B

NEW QUESTION # 14

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

Answer: A,B

NEW QUESTION # 15

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