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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.
Topic 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q72-Q77):

NEW QUESTION # 72

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

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

Answer: C,D,E

NEW QUESTION # 73

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 deleted from the Goal Plan will also be deleted from the Performance Management Form.
- C. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.
- D. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.

Answer: C,D

NEW QUESTION # 74

Which of the following applies to the Employee Information section?

- A. First Name and Last Name CANNOT be removed.
- B. Elements CANNOT be reordered.
- C. New elements will become visible in the display options in Manage Templates.
- D. Custom elements can be included.

Answer: A

NEW QUESTION # 75

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.

Which of the following should you configure in XML to trigger these two messages?

Note: There are 3 correct answers to this question.

- A. `<min-rater-complete-count>8</min-rater-complete-count>`
- B. `<min-rater-count>8</min-rater-count>`
- C. `<min-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-warning-msg>`
- D. `<rater-cat-min-err-msg>![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</rater-cat-min-err-msg>`
- E. `<min-error-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]</min-error-msg>`

Answer: B,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To trigger messages when changes to the rater list in a 360 Review form do not meet configured requirements, the following XML elements are used:

* `<min-rater-count>`: Sets the minimum number of raters required (e.g., 8).

* `<min-error-msg>`: Defines the error message for when the total rater count is insufficient.

* `<rater-cat-min-err-msg>`: Specifies the error message for when a specific category's rater count is insufficient.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "To enforce minimum rater requirements in 360 Reviews, configure `<min-rater-count>` to set the minimum number of raters, `<min-error-msg>` to display an error for insufficient total raters, and `<rater-cat-min-err-msg>` for category-specific rater shortages." Explanation of Options:

* A. Correct: `<min-rater-count>8</min-rater-count>` sets the minimum rater requirement.

* B. Correct: `<min-error-msg>` triggers the total rater count error message.

* C. Correct: `<rater-cat-min-err-msg>` triggers category-specific rater count errors.

* D. Incorrect: `<min-warning-msg>` is not a standard element for 360 Reviews; errors are typically used.

* E. Incorrect: `<min-rater-complete-count>` is not a valid element in this context.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Rater List Configuration," Subsection: "Error Messages" (Q3 2025).

NEW QUESTION # 76

Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Show advanced options
- B. Manage Templates > General Settings
- C. Manage Templates > General Settings > Advanced Settings
- D. Manage Route Maps > Related Templates

Answer: B,C

NEW QUESTION # 77

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