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>> C-THR82-2505 Exam Introduction <<

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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• Job Architecture and Attributes: This section of the exam assess|es 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 8	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q73-Q78):

NEW QUESTION # 73
What are the Dynamic Team members able to achieve when OKR functionality is enabled?
Note: There are 2 correct answers to this question.

- A. Add up to 8 key results for each objective
- B. Create objective statuses
- C. Add or remove contributors to a key result
- D. Define the role of other people on the team

Answer: A,C

NEW QUESTION # 74
Which of the following is a requirement to populate skill ratings from a Performance form into Growth Portfolio?

- A. Associate attributes with a Proficiency form template
- B. Set Rating History Type as Performance
- C. Categorize Skills with the Critical tag
- D. Enable and permission the Skill Profile block

Answer: D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To populate skill ratings from a Performance form into the Growth Portfolio, the Skill Profile block must be enabled and permissioned appropriately to allow the transfer of ratings.
Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Growth Portfolio Guide (Q3 2025):"To enable skill ratings from Performance forms to populate in the Growth Portfolio, administrators must enable the Skill Profile block and grant appropriate permissions to ensure ratings are visible and transferable." Explanation of Options:
* A. Incorrect: Categorizing skills with the Critical tag is not a requirement for populating ratings.
* B. Incorrect: Associating attributes with a Proficiency form template is not relevant to this process.
* C. Correct: Enabling and permissioning the Skill Profile block is required.
* D. Incorrect: Setting Rating History Type as Performance is not a specific requirement for this integration.
Reference:
SAP SuccessFactors Growth Portfolio Guide, Section: "Skill Ratings Integration," Subsection: "Configuration Requirements" (Q3 2025).

NEW QUESTION # 75

Which of the following apply to the Rater section?
Note: There are 2 correct answers to this question.

- A. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- B. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- C. Custom roles CANNOT be included as participants.
- D. Categories can always be removed if the user has permissions to edit the section.

Answer: A,B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
The Rater section in performance forms:
* Pre-populates based on relationships: The participant list is automatically filled based on roles like manager or peer.
* Supports warning/error messages: Messages can be configured for participant count limits.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"The Rater section pre-populates participants based on their role relationship to the employee (e.g., manager, peer). Administrators can define warning or error messages if the number of participants exceeds or does not meet the configured limits." Explanation of Options:
* A. Incorrect: Categories cannot always be removed; it depends on configuration and permissions.
* B. Correct: The list pre-populates based on role relationships.
* C. Incorrect: Custom roles can be included as participants.
* D. Correct: Warning/error messages can be defined for participant counts.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "Rater Section Configuration," Subsection: "Participant Management" (Q3 2025).

NEW QUESTION # 76

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Support multiple roles
- B. Access the Delete Continuous Feedback page
- C. Use AI-assisted writing
- D. Provide discussion topics
- E. Prevent feedback deletion by users

Answer: A,D,E

NEW QUESTION # 77

What report types can be added to a Session via the Calibration Org Chart during Session Setup? Note: There are 3 correct answers to this question.

- A. Matrix reports
- B. Custom manager reports

- C. HR reports
- D. Direct reports
- E. Second level reports

Answer: A,C,D

NEW QUESTION # 78
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