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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"> • 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"> • 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 4	<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 5	<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.
Topic 6	<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 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"> • 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.

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

NEW QUESTION # 10

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- A. In Provisioning Company Settings
- B. In the form template XML with a specific tag
- C. In Performance Management Feature Settings
- **D. In Form Template Settings**

Answer: D

NEW QUESTION # 11

How can you set up rating scales in your performance form template?

Note: There are 2 correct answers to this question.

- A. You can assign more than one rating scale to your ratable sections.
- B. You can set a rating scale in a custom section.
- C. You can set a main rating scale from General Settings.
- D. You can change the rating scale on live forms.

Answer: A,C

NEW QUESTION # 12

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. Default facilitator(s) CANNOT be changed.
- B. Calibration views can be modified by managers.
- C. The templates available to managers can be restricted from role-based permissions.
- D. Direct reports can be added as participants or subjects.

Answer: C,D

NEW QUESTION # 13

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. table
- B. comment
- C. enum
- D. textarea

Answer: C,D

NEW QUESTION # 14

A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.

- A. The manager can use AI to change the tone of the writing and make it personable.
- B. The manager can use AI to add an attachment to the feedback that was given.
- C. The manager can use AI to make the feedback actionable.
- D. The manager can use AI to link the feedback given to a specific activity.

Answer: A,C

NEW QUESTION # 15

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