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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q31-Q36):

NEW QUESTION # 31
What can an administrator do with the Launch Forms tool?
Note: There are 3 correct answers to this question.

- A. Disable the Ask for Feedback functionality for the forms being launched.
- B. Set specific form template dates for the forms being launched.
- C. Remove one of the form sections.
- D. Edit introduction texts for custom sections.
- E. Select employees based on filters.

Answer: B,D,E

NEW QUESTION # 32
You are configuring hidden-threshold="2" for the Direct Report category.
What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- B. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- C. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- D. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: B,C

NEW QUESTION # 33
Which of the following are options in the Review Information section of the performance form? Note: There are 2 correct answers to this question.

- A. Only fixed dates set at form template level can be made editable in the section.
- B. Custom elements can be added.
- C. Review dates are hard-coded from Form Template Settings.
- D. This section type is generally disabled for end users.

Answer: C,D

NEW QUESTION # 34

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

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

Answer: A,B

NEW QUESTION # 35

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters?
Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- B. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- C. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- D. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: B,C

NEW QUESTION # 36

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