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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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The SAP Certified Associate - SAP SuccessFactors Performance and Goals (C-THR82-2505) certification exam is one of the hottest and most industrial-recognized credentials that has been inspiring beginners and experienced professionals since its beginning. With the SAP Certified Associate - SAP SuccessFactors Performance and Goals (C-THR82-2505) certification exam successful candidates can gain a range of benefits which include career advancement, higher earning potential, industrial recognition of skills and job security, and more career personal and professional growth.

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">• 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 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"> • 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 5	<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 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.
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"> • 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 9	<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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q18-Q23):

NEW QUESTION # 18

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this? Note: There are 2 correct answers to this question.

- A. The Disable Ask For Edit Routing option should be disabled.
- B. The user should have access to Unofficial User Rating.
- C. The Disable Ask For Comment Routing option should be disabled.
- D. The user should have access to Subject Rating.

Answer: A,C

NEW QUESTION # 19

Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Languages, by adding the Translations
- B. In Manage Templates, by adding the msgkey
- C. In the XML template, by referencing the msgkey
- D. In Manage Form Label Translations, by adding the Translations in a CSV file

Answer: C,D

NEW QUESTION # 20

What is the purpose of the user-defined step in a single-step route map?

- A. To assign the form to a group of people
- B. To ensure all performance forms are routed to the same user in that step
- C. To make sure the form comes back to the user's inbox at the end of the workflow
- D. To split the sections of the form and send each of them to different users for validation

Answer: B

NEW QUESTION # 21

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Enable Development Plan Integration
- B. Recall enabled
- C. Lock down section weights
- D. Show section weights

Answer: A,C

NEW QUESTION # 22

Which of the following roles are supported in 360 Reviews for the default rater population field?

Note: There are 3 correct answers to this question.

- A. Direct Report (ED)
- B. Peer (EMD)
- C. All Level Manager (EM+)
- D. All Matrix Managers (EP)
- E. Custom Manager (EC)

Answer: A,B,D

NEW QUESTION # 23

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