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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">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 2	<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 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">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">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 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">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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q76-Q81):

NEW QUESTION # 76

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills. Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note: There are 3 correct answers to this question.

- A. Categorize Attributes using Tags
- B. Map Skills to Job Roles
- C. Set up a Proficiency Rating Scale
- D. Import Attribute Libraries
- E. Assign Rating History Type to form templates

Answer: A,C,E

NEW QUESTION # 77

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this? Note: There are 2 correct answers to this question.

- A. In RBP > General User Permission, grant permission to Create Forms.
- B. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- C. In Form Template Settings, change the Default Targets to HR Reports Only.
- D. In Form Template Settings, enable Allow form creator to select anyone as the subject.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow an HR representative to create performance forms for their HR reports only from the Performance tab:

* Option A: Grant the "Create Forms" permission in Role-Based Permissions (RBP) under General User Permission to allow form creation.

* Option C: In Form Template Settings, enable the "Allow form creator to select anyone as the subject" option to permit the HR representative to choose specific subjects (HR reports).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable HR representatives to create forms from the Performance tab, grant the 'Create Forms' permission in RBP under General User Permission. Additionally, in Form Template Settings, enable the 'Allow form creator to select anyone as the subject' option to allow selection of specific employees, such as HR reports, as form subjects." Explanation of Options:

- * A. Correct: The "Create Forms" permission in RBP is required for form creation.
- * B. Incorrect: "Mass Create Form Instances" is for bulk form creation, not specific to individual HR reports.
- * C. Correct: Enabling subject selection allows targeting HR reports.
- * D. Incorrect: There is no "Default Targets to HR Reports Only" setting in Form Template Settings.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Form Creation Permissions," Subsection: "RBP and Form Template Settings" (Q3 2025).

NEW QUESTION # 78

In your goal plan, you notice some warnings as shown in the screenshot.
What do these warnings mean?

- A. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- **B. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.**
- C. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.

Answer: B

NEW QUESTION # 79

What are possible actions for the Last Rating tab in a Performance Management form?

Note: There are 2 correct answers to this question.

- **A. It can include proficiency ratings from Growth Portfolio.**
- B. It can be hidden using field-permissions.
- C. It is NOT supported for skill ratings.
- **D. It can prepopulate on the item-rating by default.**

Answer: A,D

NEW QUESTION # 80

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions? Note: There are 3 correct answers to this question.

- **A. Distribution range and group of ratings can be defined for any data source in the Calibration template.**
- **B. Additional operators besides = are supported.**
- C. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- D. Multiple ratings can be grouped together under the same distribution guideline.
- **E. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.**

Answer: A,B,E

NEW QUESTION # 81

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