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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">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 2	<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 3	<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 4	<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 5	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q57-Q62):

NEW QUESTION # 57

Which type of permissions of approved sessions can be granted to facilitators? Note: There are 3 correct answers to this question.

- A. Reopen
- B. Finalize
- C. Delete
- D. Write
- E. Export

Answer: C,D,E

NEW QUESTION # 58

What can users do with a form during a collaborative route map step?

- A. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- B. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- C. The form can be sent to another user with the Get Feedback button.
- D. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation

of Options:

- * A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- * B. Correct: Only one user can edit at a time in a collaborative step.
- * C. Incorrect: Simultaneous editing by multiple users is not supported.
- * D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection: "Collaborative Step Behavior" (Q3 2025).

NEW QUESTION # 59

Which of the following applies to the Employee Information section?

- A. First Name and Last Name CANNOT be removed.
- B. New elements will become visible in the display options in Manage Templates.
- C. Elements CANNOT be reordered.
- D. Custom elements can be included.

Answer: A

NEW QUESTION # 60

Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Gap Analysis view
- B. Graphical Summary view
- C. Rank view
- D. Hidden Strength and Blind Spot view

Answer: A,C

NEW QUESTION # 61

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form.

The weights should be editable by end users, and the goal section should display item weights in the Summary. Which of the following attributes are relevant to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. no-weight="true"
- B. configurable="true"
- C. lock-item-weights="false"
- D. in-overall-rating="true"

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To transfer goal weights from the Goal Plan to the Performance Management Form with editable weights and display in the Summary section:

* configurable="true": Allows end users to edit weights in the form.

* lock-item-weights="false": Ensures weights are not locked and remain editable.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable goal weights to transfer from the Goal Plan to the Performance Management Form with editable weights displayed in the Summary section, set configurable="true" and lock-item-weights="false" in the form template XML." Explanation of Options:

- * A. Incorrect: no-weight="true" disables weighting, not enabling it.
- * B. Incorrect: in-overall-rating="true" includes goals in overall rating calculations, not weight editing.
- * C. Correct: configurable="true" enables weight editing.
- * D. Correct: lock-item-weights="false" allows weight modifications.

SAP SuccessFactors Performance Management Guide, Section: "Goal Weight Integration," Subsection: "Form Configuration" (Q3 2025).

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