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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">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 2	<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 3	<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 4	<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 5	<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 6	<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 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.
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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q77-Q82):

NEW QUESTION # 77

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- B. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- C. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- **D. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).**

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure a performance form has a rating of record in the Summary section with manual rating enabled, the best practice is to define the Manual Overall Rating as a required field for the role providing the final rating (e.g., EM - Employee's Manager).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To ensure a rating of record in the Summary section with manual rating enabled, define the Manual Overall Rating field as required for the role providing the final rating, such as the

Employee's Manager (EM), to enforce rating completion." Explanation of Options:

- * A. Incorrect: "Allow Override Unrated" does not ensure a rating of record; it allows bypassing unrated sections.
- * B. Incorrect: Requiring the Section Comments field does not ensure a rating is provided.
- * C. Correct: Requiring the Manual Overall Rating field ensures a rating of record.
- * D. Incorrect: Enforce Maximum Overall Score (EMOS) sets score limits, not a requirement for rating completion.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Summary Section Configuration," Subsection: "Rating of Record Best Practices" (Q3 2025).

NEW QUESTION # 78

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed.

Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from Others tab?

- A. Remove item-cmt-rating permission to hide the Unofficial User Rating
- B. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- C. Remove subject-item-rating permission to hide the Employee Rating
- **D. Remove user-item-cmt-rating permission to hide the Unofficial User Rating**

Answer: D

NEW QUESTION # 79

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

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

Answer: A

NEW QUESTION # 80

In your goal plan, you notice some warnings as shown in the screenshot.

The screenshot shows the SAP SuccessFactors Performance Goal Plan interface. At the top, there's a navigation bar with 'SAP SuccessFactors' and 'Goals' dropdown. Below it, tabs for 'Performance Goal' and 'Development Goal' are visible. The main heading is 'Performance Goal Plan' with a date range 'Jan 1, 2024 - Dec 31, 2024'. On the right, there are buttons for 'Create Goal' and 'Cascade Goal', and a total weight of '165 % Weight (Total)'. A 'Suggestions' box on the left contains two warnings: 'It's recommended that you create at most 5 goals.' and 'The recommended maximum total goal weight is 100%. (Current: 165%)'. Below this, three goal cards are displayed:

- Goal 1:** 'Meet response time goals for providing legal advice to internal departments'. Due Date: Dec 31, 2024. % Complete: 60%. Status: On Track.
- Goal 2:** 'Develop/update compliance training materials to meet legal requirements imposed by regulation by...'. Due Date: Aug 31, 2023. % Complete: 50%. Status: Completed.
- Goal 3:** 'Ensure that each employee's individual goal plan is completed by end of the year'. Due Date: Dec 31, 2024. % Complete: 40%. Status: On Track.

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-per-category> 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> is 5 for the entire goal plan.</max-goals></max-weight></max-goals-per-category></max-weight></min-goals></max-weight></min-goals></weight-total>

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Warnings in a goal plan typically indicate that configured limits are not met. The warning in this case suggests that the total weight of goals exceeds <max-weight> (set to 100) or the number of goals exceeds <max-goals> (set to 5) for the entire goal plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "Warnings in the goal plan are triggered when the total weight exceeds the <max-weight> limit (e.g., 100) or the number of goals exceeds the <max-goals> limit (e.g., 5) defined for the entire goal plan."

Explanation of Options:

- * A. Incorrect: <weight-total> is not a standard attribute; <max-weight> is used.
- * B. Incorrect: <min-goals> is not typically paired with <max-weight> for warnings.
- * C. Incorrect: <max-goals-per-category> applies to categories, not the entire plan.
- * D. Correct: <max-weight> of 100 and <max-goals> of 5 are the correct limits triggering the warning.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Goal Plan Warnings," Subsection: "Limit Configurations" (Q3 2025).

NEW QUESTION # 81

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

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

Answer: A,B

NEW QUESTION # 82

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