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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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"> 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 6	<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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Restore completed forms
- B. Route forms to Signature Stage
- C. Approve forms
- D. Mass decline/complete forms

Answer: A,D

NEW QUESTION # 55

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. in-overall-rating="true"
- C. lock-item-weights="false"
- D. configurable="true"

Answer: B,C

NEW QUESTION # 56

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. Lock down section weights
- C. Recall enabled
- D. Show section weights

Answer: A,B

NEW QUESTION # 57

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 a message to be displayed that states the minimum is NOT met for the direct report category.
- 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 the Direct Report category to roll up with another category in the Detailed 360 Report.

Answer: C,D

NEW QUESTION # 58

As an administrator, you noticed there are in-progress forms for inactive users that were NOT removed automatically. Which actions should you take to update these specific in-progress forms?

Note: There are 2 correct answers to this question.

- A. Run a Scheduled Job to Auto-Complete Inactive Users' Forms.
- B. Use Modify Form Route Map to complete the forms.
- C. Deselect the option Do Not Remove Inactive Employee's In-Progress Documents on the form template.
- D. Use the Route Forms tool to complete the forms.

Answer: A,C

NEW QUESTION # 59

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