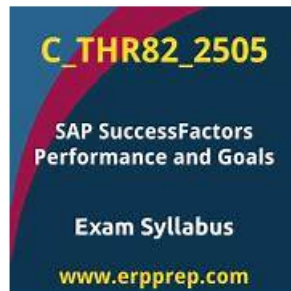


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	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 5	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	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 (Q78-Q83):

NEW QUESTION # 78

What can you do in Form Template Settings? Note: There are 2 correct answers to this question.

- A. Download the latest XML file of a template.
- B. Delete a template.
- C. Upload an XML file in order to create a new template.
- D. Upload an XML file in order to update an existing template.

Answer: A,C

NEW QUESTION # 79

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- A. Gap Analysis view
- B. View All Comments link
- C. Hidden Strength and Blind Spot view
- D. Graphical Summary view

Answer: B,D

NEW QUESTION # 80

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When using rating scales below 5 points
- B. When using rating scales over 5 points
- C. When hiding numeric values
- D. When using matrix grid rating scales
- E. When showing numeric values

Answer: B,C,D

NEW QUESTION # 81

You need to map skills to a new job family in your organization. Which tools are available to you to achieve this?

Note: There are 2 correct answers to this question.

- **A. Manage Job Profiles**
- B. Import and Export Data
- **C. Manage Job Profile Content Import/Export**
- D. Manage Talent Intelligence Hub

Answer: A,C

NEW QUESTION # 82

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note: There are 2 correct answers to this question.

- A. When any of the views in the session include unrated subjects.
- B. When subjects with comments from the current session are NOT marked as discussed.
- **C. When rank column is set as required and some subjects are NOT ranked in the Bin view.**
- **D. When distribution guidelines are enforced but NOT met within the calibration session.**

Answer: C,D

NEW QUESTION # 83

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