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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q27-Q32):

NEW QUESTION # 27

Your customer is using the latest experience for Performance Management forms. Which of the following section types can you move under the General Information group?

Note: There are 3 correct answers to this question.

- A. Attribute
- B. Introduction
- C. Custom
- D. Employee Information
- E. Summary

Answer: B,C,D

NEW QUESTION # 28

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Select the Convert button once you set the new status to achieve the goal.
- B. Set the new status to trigger goal completion.
- C. Select the Refresh button once you set the new status to achieve the goal.
- D. Set the new status as the default field value to achieve the goal.

Answer: B,C

NEW QUESTION # 29

A manager is giving continuous feedback to an employee using Generative AI. Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.

- A. The manager can use AI to make the feedback actionable.
- B. The manager can use AI to add an attachment to the feedback that was given.
- C. The manager can use AI to link the feedback given to a specific activity.
- D. The manager can use AI to change the tone of the writing and make it personable.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Writing in Continuous Performance Management supports:

- * Changing the tone: Making feedback more personable or professional.
- * Making feedback actionable: Suggesting actionable steps or improvements.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements." Explanation of Options:

- * A. Correct: AI can adjust the tone of feedback.
- * B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.
- * C. Incorrect: Adding attachments is not an AI-assisted feature.
- * D. Correct: AI can make feedback actionable.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION # 30

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. Custom Manager (EC)
- B. Peer (EMD)
- C. All Matrix Managers (EP)
- D. Direct Report (ED)
- E. All Level Manager (EM+)

Answer: B,C,D

NEW QUESTION # 31

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Add attachments to one of your activities.
- B. Create a new development goal from your activities view.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A,B,D

NEW QUESTION # 32

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