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SAP C-THR82-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Calibration: SAP consultants delve into the calibration process for performance evaluations. The topic outlines steps for configuring calibration settings, ensuring that performance assessments are unbiased and align with organizational goals.
Topic 2	Configuration of Performance Management: This topic introduces SAP consultants to configuring performance management settings in SuccessFactors. It covers detailed steps for designing performance templates, empowering consultants to implement tailored performance solutions that drive organizational success.
Topic 3	Continuous Performance Management (CPM): The topic covers enabling CPM features within the system, providing an overview of its functionalities and benefits. SAP consultants learn to incorporate continuous feedback and goal tracking into the SuccessFactors framework, promoting a culture of ongoing performance improvement.
Topic 4	360 Reviews: This topic equips SAP consultants with the knowledge to set up and manage 360-degree feedback processes. It emphasizes incorporating 360 reviews into broader performance strategies, enabling comprehensive assessments of employee contributions.
Topic 5	Performance Rating and Permissions: The topic highlights techniques for setting up performance rating scales and configuring user permissions. SAP consultants learn to ensure accurate performance assessments and maintain data security, a critical component of effective SuccessFactors deployments.
Topic 6	Goal Management: SAP consultants explore maintaining and updating goal plans effectively. This topic integrates goal management with performance systems and demonstrates techniques to align individual goals with organizational objectives. It ensures consultants can foster alignment between employee efforts and enterprise goals during SuccessFactors implementations.
Topic 7	Managing Clean Core: In this topic, SAP consultants understand the importance of maintaining a clean core by minimizing customizations in system configurations. The focus is on strategies that simplify upgrades and improve system efficiency. The topic equips consultants with essential practices to ensure long-term system integrity, aligning with SuccessFactors implementation goals.
Topic 8	Route Maps: SAP consultants explore the features of route maps in performance management. The topic provides steps to configure route maps, ensuring smooth workflows for performance forms and alignment with SuccessFactors processes.
Topic 9	Form Templates: In this area, SAP consultants gain insights into creating and customizing performance management form templates. The topic emphasizes adjusting settings to meet diverse organizational needs.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q73-Q78):

NEW QUESTION # 73

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. EZ Rater includes an on-form Gap Analysis graph.
- B. <sect-mode="EZ-Rater"> can be configured for Goal and Competency sections to compare employee and manager ratings side by side.

- C. The items within the EZ Rater section will collapse by default.
- D. EZ-Rater can be turned on from Admin Center Manage Templates.
- E. <sect-mode="EZ-Rater"> can be configured for the Competency section only, to compare employee and manager ratings side by side.

Answer: A,B,E

NEW QUESTION # 74

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The goal plan template you converted will retain its original <obj-plan-id>.
- B. The original goal plan template is deleted since it CANNOT be used anymore.
- C. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- D. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.
- E. The goal plan template CANNOT be converted if Group Goal data exists.

Answer: A,C,D

NEW QUESTION # 75

What is the purpose of the Coaching Advisor/Give Advice functionality? Note: There are 2 correct answers to this question.

- A. To give a user an overall performance rating based on calculations
- B. To give a user information on how to strengthen a competency
- C. To give a user guidance to create SMART goals
- D. To give a user developmental suggestions

Answer: B,D

NEW QUESTION # 76

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Disable Delete button
- B. Enable form routing to previous step
- C. Hide numeric rating values (only show text labels)
- D. Enable Delete button

Answer: A,D

NEW QUESTION # 77

If you are using distribution guidelines in calibration, where are they visible? Note: There are 3 correct answers to this question.

- A. Bin view
- B. List view
- C. Executive review
- D. Dashboard view
- E. Matrix Grid view

Answer: A,B,D

NEW QUESTION # 78

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