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## SAP C-THR82-2411 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                                                                                 |
| Topic 2 | <ul style="list-style-type: none"> <li>Competencies: The topic provides an understanding of defining and categorizing competencies in SuccessFactors. It includes techniques for linking competencies to specific job roles and responsibilities, ensuring SAP consultants can structure competencies to enhance workforce alignment with organizational objectives.</li> </ul>                                                                    |
| Topic 3 | <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                                                                                                         |
| Topic 4 | <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                             |
| Topic 5 | <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                                                                                                                                   |
| Topic 6 | <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                                                                                              |
| Topic 7 | <ul style="list-style-type: none"> <li>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.</li> </ul> |

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q29-Q34):

### NEW QUESTION # 29

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- **A. In Form Template Settings, enable Allow form creator to select anyone as the subject.**
- B. In Form Template Settings, change the Default Targets to HR Reports Only.
- **C. In RBP > General User Permission, grant permission to Create Forms.**
- D. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).

**Answer: A,C**

### NEW QUESTION # 30

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 distribution guidelines are enforced but NOT met within the calibration session.**
- **D. When rank column is set as required and some subjects are NOT ranked in the Bin view.**

**Answer: C,D**

### NEW QUESTION # 31

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight
- B. min-weight-per-obj
- C. min-goals
- D. max-weight-per-obj

**Answer: B,D**

### NEW QUESTION # 32

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

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

**Answer: C,D,E**

### NEW QUESTION # 33

Which of the following are characteristics of an EZ Rater section?

Note: There are 3 correct answers to this question.

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

**Answer: B,D,E**

### NEW QUESTION # 34

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