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## SAP SuccessFactors Performance and Goals - Implementation Consultant Questions Answers



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## SAP C\_THR82\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q47-Q52):

### NEW QUESTION # 47

Which of the following is a requirement to populate skill ratings from a Performance form into Growth Portfolio?

- A. Enable and permission the Skill Profile block
- B. Categorize Skills with the Critical tag
- C. Associate attributes with a Proficiency form template
- D. Set Rating History Type as Performance

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To populate skill ratings from a Performance form into the Growth Portfolio, the Skill Profile block must be enabled and permissioned appropriately to allow the transfer of ratings.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Growth Portfolio Guide (Q3 2025): "To enable skill ratings from Performance forms to populate in the Growth Portfolio, administrators must enable the Skill Profile block and grant appropriate permissions to ensure ratings are visible and transferable." Explanation of Options:

- \* A. Incorrect: Categorizing skills with the Critical tag is not a requirement for populating ratings.
- \* B. Incorrect: Associating attributes with a Proficiency form template is not relevant to this process.
- \* C. Correct: Enabling and permissioning the Skill Profile block is required.
- \* D. Incorrect: Setting Rating History Type as Performance is not a specific requirement for this integration.

Reference:

SAP SuccessFactors Growth Portfolio Guide, Section: "Skill Ratings Integration," Subsection: "Configuration Requirements" (Q3 2025).

### NEW QUESTION # 48

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 # 49

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

Answer: A,D

### NEW QUESTION # 50

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.



Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]]></rater-cat-min-err-msg>
- B. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]]></min-warning-msg>
- C. <min-rater-count>8</min-rater-count>
- D. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]]></min-error-msg>
- E. <min-rater-complete-count>8</min-rater-complete-count>

**Answer: A,C,D**

### **NEW QUESTION # 51**

What can users do with a form during a collaborative route map step?

- A. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- B. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.
- C. The form can be sent to another user with the Get Feedback button.
- **D. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a collaborative route map step, the form is available in all participants' inboxes simultaneously, but only one user can edit it at a time to prevent conflicts.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "During a collaborative route map step, the performance form appears in all participants' inboxes at the same time, but only one user can make edits at a time to ensure data integrity." Explanation of Options:

- \* A. Incorrect: The Get Feedback button is not specific to collaborative steps.
- \* B. Correct: Only one user can edit at a time in a collaborative step.
- \* C. Incorrect: Simultaneous editing by multiple users is not supported.
- \* D. Incorrect: Sending the form back and forth is not a feature of collaborative steps.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Steps," Subsection: "Collaborative Step Behavior" (Q3 2025).

### **NEW QUESTION # 52**

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