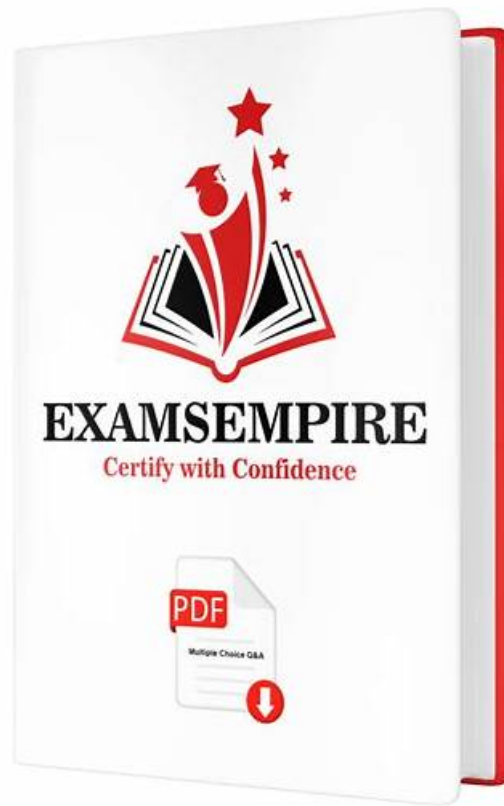


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SAP C-THR82-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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.
Topic 3	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.
Topic 5	<ul style="list-style-type: none"> 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 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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.

SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q49-Q54):

NEW QUESTION # 49

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- A. In the performance form template XML
- B. In Provisioning → Managing Competencies and Skills → Competency Libraries
- C. In Manage Competencies
- D. In Provisioning Company Settings
- E. In the CSV file downloaded from the competency library

Answer: B,C,E

NEW QUESTION # 50

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. The templates available to managers can be restricted from role-based permissions.
- B. Default facilitator(s) CANNOT be changed.
- C. Calibration views can be modified by managers.
- D. Direct reports can be added as participants or subjects.

Answer: A,D

NEW QUESTION # 51

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. milestones
- B. metric
- C. comments
- D. desc
- E. state

Answer: A,B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

* milestones: Allows AI to generate milestone-based progress tracking.

* desc: Supports AI-generated goal descriptions.

* metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

* A. Incorrect: The comments field is not supported for AI-assisted goal creation.

* B. Incorrect: The state field is for goal status and not AI-supported.

* C. Correct: milestones is supported for AI-generated milestones.

* D. Correct: desc is supported for goal descriptions.

* E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

NEW QUESTION # 52

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- A. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- C. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.
- D. The Ask for Feedback system label button can be customized from Text Replacement.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Ask for Feedback feature allows:

* Customization of the system label button: The button label can be customized using Text Replacement.

* Display in Supporting Information pod: Feedback responses can be shown in the Supporting Information pod of the performance form.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Ask for Feedback feature allows customization of the system label button via Text Replacement in Admin Center. Additionally, responses collected through Ask for Feedback can be configured to appear in the Supporting Information pod of the performance form for visibility." Explanation of Options:

* A. Incorrect: Ask for Feedback can be disabled at the form template level, not just globally.

* B. Incorrect: Responses in Team Overview are not always visible to both manager and matrix manager; visibility depends on permissions.

* C. Correct: The button label can be customized via Text Replacement.

* D. Correct: Responses can appear in the Supporting Information pod.

Reference:

NEW QUESTION # 53

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Support multiple roles
- B. Access the Delete Continuous Feedback page
- C. Prevent feedback deletion by users
- D. Use AI-assisted writing
- E. Provide discussion topics

Answer: A,C,E

NEW QUESTION # 54

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