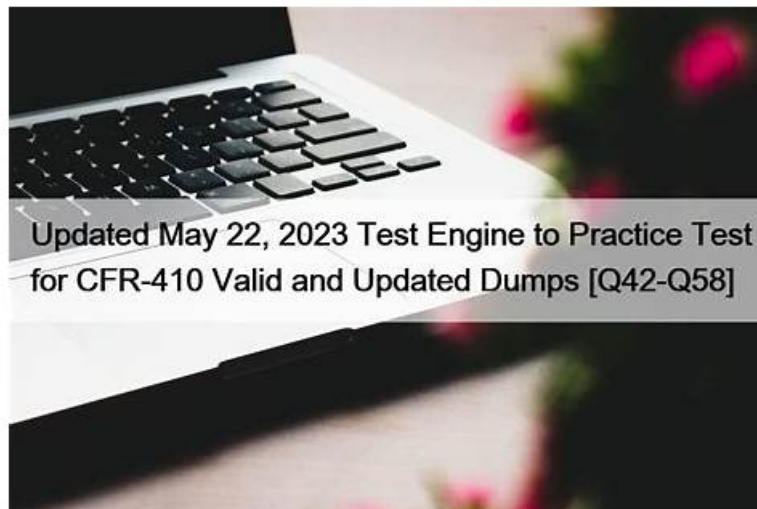


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## SAP C\_THR82\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<ul style="list-style-type: none"> <li>• <b>Goal Management:</b> 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>
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### SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q75-Q80):

#### NEW QUESTION # 75

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

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

#### NEW QUESTION # 76

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- B. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- **C. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.**
- D. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.

**Answer: C**

#### NEW QUESTION # 77

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- A. In Performance Management Feature Settings
- B. In the form template XML with a specific tag
- C. In Provisioning Company Settings
- **D. In Form Template Settings**

**Answer: D**

#### NEW QUESTION # 78

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self- assessment rating box.

Which of the following fields should you consider when defining field permissions for this section? Note:

There are 2 correct answers to this question.

- A. subject-item-rating
- B. item-rating
- C. item-cmt-rating
- D. user-item-cmt-rating

Answer: B,C

#### NEW QUESTION # 79

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form?

Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance Management Form
- B. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form
- C. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form.
- D. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form.

Answer: C,D

#### NEW QUESTION # 80

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