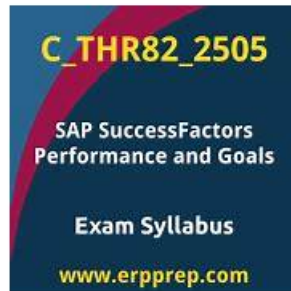


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SAP C_THR82_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.
Topic 4	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.

Topic 5	Continuous Performance Management (CPM): This section of the exam evaluates the skills of Performance Management Specialists in enabling and supporting CPM features. It includes configuring activities, achievements, and feedback tools for real-time, ongoing performance tracking.
Topic 6	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 7	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.
Topic 8	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 9	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.

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q36-Q41):

NEW QUESTION # 36

Which of the following are available configurations in Manage Route Maps? Note: There are 2 correct answers to this question.

- A. Modify Form Route Map
- B. Step Exit Reminder
- C. Hide Route Map on the Form
- D. Enforce Start Date

Answer: B,D

NEW QUESTION # 37

Which of the following are options in the Review Information section of the performance form? Note: There are 2 correct answers to this question.

- A. This section type is generally disabled for end users.
- B. Only fixed dates set at form template level can be made editable in the section.
- C. Custom elements can be added.
- D. Review dates are hard-coded from Form Template Settings.

Answer: A,D

NEW QUESTION # 38

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. Mass decline/complete forms
- C. Approve forms
- D. Route forms to Signature Stage

Answer: A,B

NEW QUESTION # 39

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

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

- * Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
- * Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."

Explanation of Options:

- * A. Incorrect: Unmarked comments do not prevent session finalization.
- * B. Correct: Unranked subjects with a required rank column prevent finalization.
- * C. Correct: Non-compliant distribution guidelines prevent finalization.
- * D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection: "Restrictions" (Q3 2025).

NEW QUESTION # 40

What is required when you want to generate comments in 360 Reviews using AI-Assisted Writing?

- A. Select an option from the suggested six topics when no rating is assigned.
- B. Assign a rating to a performance or development goal and add comments manually.
- C. Assign a rating to a competency, skill, or behavior and do NOT enter any comment.
- D. Add comments manually and select the text to generate an AI-Assisted comment.

Answer: D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To generate comments in 360 Reviews using AI-Assisted Writing, users must add comments manually and then select the text to generate an AI-assisted version of the comment.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "AI-Assisted Writing in 360 Reviews requires users to manually add comments and then select the text to generate an AI-assisted version, which can refine or enhance the comment based on AI analysis." Explanation of Options:

- * A. Correct: Manual comments must be added and selected for AI assistance.
- * B. Incorrect: Assigning a rating without a comment does not trigger AI-Assisted Writing.

* D. Incorrect: Assigning a rating to a goal with manual comments is not required.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "AI-Assisted Writing," Subsection: "Comment Generation" (Q3 2025).

NEW QUESTION # 41

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