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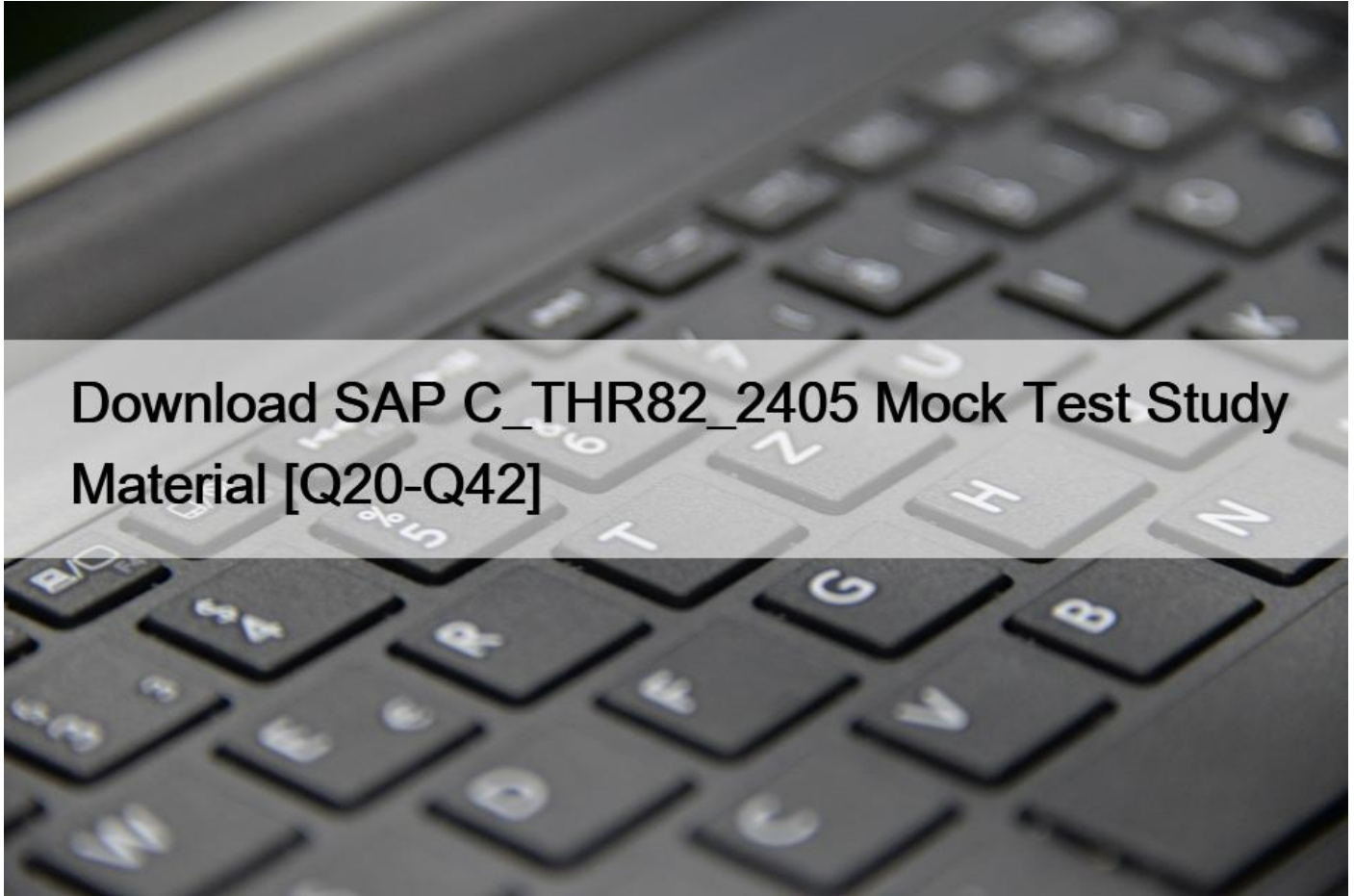

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SAP C_THR82_2405 Exam Syllabus Topics:

TopicDetailsTopic 1- Route Maps: In this section of the exam, the focus is on the differences between route map configuration options.Topic 2- Form Templates: This section covers how to define and modify Performance Management Form templates.

Topic 3- Configuration of Performance Management: This section of the exam covers how to describe in detail how to configure Performance Management templates.Topic 4- 360 Reviews: This section covers how to describe how to configure the 360 Reviews feature.Topic 5- Competencies: In this section, the focus is on describing how competencies are defined.Topic 6- Goal Management: This section is about how to describe, configure, and manage Goal Management and the goal plan templates.Topic 7- Continuous Performance Management: In this section, the focus is on how to identify how to activate Continuous Performance Management (CPM) and the features of CPM.Topic 8- Managing Clean Core: This section covers how to evaluate and apply clean core principles to ERP so that they can maximize business process agility, reduce adaptation efforts, and accelerate innovation.

Q20. 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.
* In the performance form template XML
* In Provisioning -> Company Settings
* In Provisioning -> Managing Competencies and Skills -> Competency Libraries
* In the CSV file downloaded from the competency library
* In Admin Center -> Manage Competencies

Q21. 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.
* In Form Template Settings, change the Default Targets to HR Reports Only.
* In RBP > General User Permission, grant permission to Create Forms.
* In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
* In Form Template Settings, enable Allow form creator to select anyone as the subject.

Q22. Which of the following options in 360 Reviews can be controlled from Form Template Settings? Note: There are 2 correct answers to this question.
* Enable enhanced Detailed 360 Report anonymity.
* Enable 360 Drilldown Permission.
* Enable Participant names on 360.
* Enable anonymity in the 360 reporting functions.

Q23. Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.
* In Manage Job Roles
* In Manage Users
* In Configure Employee Files
* In Employee Import

Q24. What happens when the minimum/maximum goal count per category is set in the goal plan?
* When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.
* When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
* When the user creates goals, the same minimum/maximum value must be used for each of the goals.
* When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.

Q25. Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.
* RFC
* SOAP
* OData
* IDoc

Q26. Where can you associate a route map with a performance form template?

Note: There are 2 correct answers to this question.
* Manage Templates > Advanced Settings
* Manage Templates > General Settings

* Manage Route Maps > Related Templates
* Manage Templates > General Settings > Show advanced options

Q27. 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.
* comments
* state
* milestones
* desc
* metric

Q28. What happens when goal numbering is allowed in the goal plan?
* Users can display the total goal count in the goal plan.
* Users can move a goal out of one plan and into another.
* Users can move a goal up and down in the goal plan.
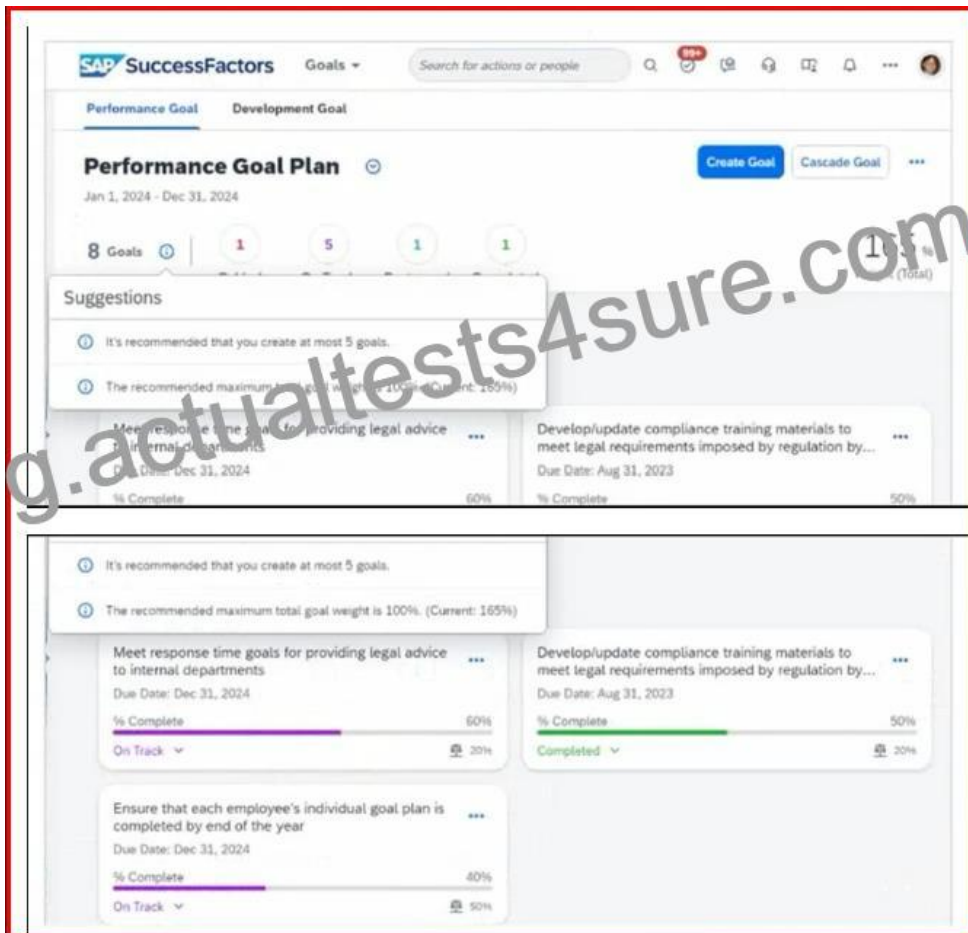* Users can indent and outdent goals to one or more levels.

Q29. What does the “Enable force route button in validation step” calibration feature do?
* Automatically routes forms to the next step in the route map after a Calibration Session is finalized
* Automatically populates valid participants and subjects based on the Calibration Session owner
* Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
* Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

Q30. Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.
* Categories can always be removed if the user has permissions to edit the section.
* The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
* Custom roles CANNOT be included as participants.
* Warning or error messages can be defined if the total number of participants is exceeded or NOT met.

Q31. You configure the SAP Business Workflow for Bank Account Management. Which steps are required to set up this process?

Note: There are 3 correct answers to this question.
* Activate a workflow template Define a release strategy
* CDefine approvers
* Define sensitive fields
* Change message control

Q32. A user who is NOT defined in the route map needs to provide ratings and comments in the performance review. Which of the following are required to achieve this?

Note: There are 2 correct answers to this question.
* The Disable Ask For Comment Routing option should be disabled.
* The user should have access to Unofficial User Rating.
* The Disable Ask For Edit Routing option should be disabled.
* The user should have access to Subject Rating.

Q33. A manager is giving feedback to an employee using Generative Al.

Which of the following outputs can be retrieved by the Al-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.
* The manager can use Al to change the tone of the writing and make it personable.
* The manager can use Al to link the feedback given to a specific activity.

* The manager can use Al to make the feedback actionable.
* The manager can use Al to add an attachment to the feedback that was given.

Q34. When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.
* When hiding numeric values
* When showing numeric values
* When using rating scales below 5 points
* When using matrix grid rating scales
* When using rating scales over 5 points

Q35. Which attribute sets the editability of a goal plan field when you assign a Team Goal?
* The cascade-update=”push-down” attribute in field-definition
* The allow-group-goal=”true” attribute in obj-plan-template
* The cascade-update=”regular” attribute in field-definition
* The configurable=”true” attribute in objective-sect

Q36. In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?
* The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
* The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
* The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
* The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.

Q37. Which type of permissions of approved sessions can be granted to facilitators? Note: There are 3 correct answers to this question.
* Finalize
* Delete
* Write
* Export
* Reopen

Q38. A manager is giving feedback to an employee using Generative Al.

Which of the following outputs can be retrieved by the Al-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.
* The manager can use Al to change the tone of the writing and make it personable.
* The manager can use Al to link the feedback given to a specific activity.
* The manager can use Al to make the feedback actionable.
* The manager can use Al to add an attachment to the feedback that was given.

Q39. Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.
* The Stack Ranker, to evaluate objectives and skills for their direct reports
* The Get Feedback feature, to collect additional comments on the form
* The Stack Ranker, to evaluate competencies and skills for their direct reports
* The Ask for Feedback button, to send an e-mail to internal or external users
* The Confirm 1:1 Meeting button, to send a form to the signature step without opening it

Q40. Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.
* Manage Templates > General Settings
* Manage Templates > General Settings > Show advanced options
* Manage Templates > General Settings > Advanced Settings
* Manage Route Maps > Related Templates

Q41. Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.
* Allow managers to select external raters themselves.
* Hide the Decline to Participate button on the 360 form.
* Remove participants after 360 evaluation starts.
* Hide rater identities for specific roles and steps in named 360 Reviews.

Q42. Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.
* It can be used in all SAP S/4HANA Cloud editions.
* Customers can grant access to the dashboard to partners.
* Customers can use the dashboard in the dev, test, and production tenants.
* It can be accessed by using SAP For Me.

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