

SAP

C_THR82_2511

SAP Certified - SAP SuccessFactors Performance and Goals

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Total Task: 13








Unit 1

Latest Version: 4.0

Typographic Conventions

American English is the standard used in this handbook.

The following typographic conventions are also used.

This information is displayed in the instructor's presentation	
Demonstration	
Procedure	
Warning or Caution	
Hint	
Related or Additional Information	
Facilitated Discussion	
User interface control	<i>Example text</i>
Window title	<i>Example text</i>

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Unit 1 Task 1

Read the Introduction

In this assessment, you will work on one or more tasks that you must complete in the assigned system. Please make sure to read the instructions below carefully before accessing the system.

Before starting:

- Ensure your browser is up to date and clear your browser cache and cookies.

- Make sure to close all browser sessions before you start the assessment and remember not to open unnecessary tabs or windows while working on the tasks.

During the assessment:

- Ensure you follow the assessment instructions precisely. Any deviation may result in failure of the task.
- Avoid access to any other practical systems during the assessment in any other browser session (including incognito).
- If you accidentally close the assessment browser, go back to learning.sap.com, log in again, and go back to the assessment.
- Should you encounter technical difficulties with the assessment, please refer to the [FAQs](#) or [create a case](#) with the support team.

Ending the assessment

- Select the Confirm completion button to submit your assessment. This button is in the browser tab where you initially accessed the assessment, and not in the system tab.
- Once you submit the assessment, you can no longer make changes. Do not attempt to access the system again once you have submitted your assessment.
- To get the result of your assessment, please wait for the validation process to complete (approximately 15 minutes). Your result (failed/passed) will be displayed under My Certifications. Click on your profile icon in the top-right corner of learning.sap.com and select My Certifications.

Good luck with your assessment!

Unit 1

Task 2

Read the Context

In this practical exam, you will configure the Performance and Goals module for a fictional company, ACE Solutions.

Critical Requirement

You must strictly adhere to all customer-defined names and parameters specified in the tasks. Task validation is automated against these exact requirements and any deviation will result in a task failure.

Guidance

For parameters not explicitly defined in a task or its context (e.g., a template's description), you may make a reasonable choice.

The tasks are categorized into four main components of Performance and Goals:1.

1. Goal Management
2. Performance Management
3. Calibration
4. 360 Review

Business Scenario: ACE Solutions Inc.

Company Background

ACE Solutions Inc., a mid-sized tech firm with offices in the US and Germany, is expanding its operations to Manila and has selected SAP SuccessFactors to standardize its global talent processes. Following initial discovery workshops, we have a clear understanding of their current performance and goals management practices.

Objective

The objective is to configure a demonstration instance of the Performance and Goals module that reflects Ace Solutions' specific requirements and operational nuances. This tailored demo will showcase how SAP SuccessFactors can streamline their processes, support their global expansion, and drive manager-employee alignment.

Next Steps

In our next meeting, we will build and present a live, configured demo, using realistic templates and workflows based on our discussions, to secure their buy-in for the implementation phase. The demo instance has Job Profile Builder and Talent Intelligence Hub enabled.

Current Templates

- Extended Goal Plan
- ACE Performance Form
- Performance Review – Manager Only
- PE 360 Review Form



Caution:

ALWAYS perform all actions in the Instance with the HR Coordinator user account (username: admin), unless told otherwise in the task instructions.

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