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

NEW QUESTION # 36

Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Hidden Strength and Blind Spot view
- B. Gap Analysis view
- C. Graphical Summary view
- D. Rank view

Answer: B,D

NEW QUESTION # 37

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- A. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- B. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- C. Download a template from the Software Download Center.
- D. Copy an existing goal plan and save as a new version in Manage Templates.
- E. Download a template from the SuccessStore.

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Recommended methods for creating a goal plan template include:

- * Downloading from SuccessStore: Provides pre-configured templates.
- * Copying and modifying XML in Manage Templates: Allows customization of an existing template.
- * Copying and saving as a new version in Manage Templates: Creates a new version of an existing plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "To create a goal plan template, administrators can download a template from the SuccessStore, copy an existing goal plan XML and modify the plan ID for import in Manage Templates, or copy an existing goal plan and save it as a new version in Manage Templates." Explanation of Options:

- * A. Correct: SuccessStore templates are recommended.
- * B. Correct: Copying and importing in Manage Templates is supported.
- * C. Incorrect: Provisioning is used for system-level configurations, not template imports.
- * D. Correct: Saving as a new version in Manage Templates is valid.
- * E. Incorrect: Software Download Center is not a source for goal plan templates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Creating Goal Plan Templates," Subsection: "Recommended Methods" (Q3 2025).

NEW QUESTION # 38

Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)?

Note: There are 3 correct answers to this question.

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

Answer: A,B,E

NEW QUESTION # 39

What can an administrator do with the Launch Forms tool? Note: There are 3 correct answers to this question.

- A. Set specific form template dates for the forms being launched.
- B. Remove one of the form sections.
- C. Edit introduction texts for custom sections.
- D. Disable the Ask for Feedback functionality for the forms being launched.
- E. Select employees based on filters.

Answer: A,C,E

NEW QUESTION # 40

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.

- A. Enable form routing to previous step
- B. Disable Delete button
- C. Enable Delete button
- D. Hide numeric rating values (only show text labels)

Answer: A,B

NEW QUESTION # 41

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