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# SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q64-Q69):

## NEW QUESTION # 64
You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?
Note: There are 3 correct answers to this question.

- A. The goal plan template CANNOT be converted if Group Goal data exists.
- B. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.
- C. The original goal plan template is deleted since it CANNOT be used anymore.
- D. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- E. The goal plan template you converted will retain its original <obj-plan-id>.

**Answer: A,B,D**

## NEW QUESTION # 65
Which of the following are considerations when you are converting legacy templates to the latest version?

- A. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- B. Any existing Group Goal data from the legacy template will be retained.
- C. The background style for the status field is supported in both RGB and HEX.
- D. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

**Answer: A,D**

## NEW QUESTION # 66
Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?
Note: There are 2 correct answers to this question.

- A. Add an overall comment
- B. Open Detailed 360 Report
- C. Change overall rating from participants
- D. Add or remove participants

**Answer: A,B**

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary.
According to the SAP SuccessFactors documentation:
* Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.
* Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):"In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process." Explanation of Options:
* A. Correct: Opening the Detailed 360 Report is a standard action for Process Owners.
* B. Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.
* C. Correct: Adding an overall comment is a supported action for the Process Owner.
* D. Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.
Reference:
SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection:

"Process Owner Permissions" (Q3 2025).

**NEW QUESTION # 67**

What are the Dynamic Team members able to achieve when OKR functionality is enabled"? Note: There are 2 correct answers to this question.

- A. Create objective statuses
- B. Add up to 5 key results for each objective
- C. Define the role of other people on the team
- D. Add or remove contributors to a key result

**Answer: A,B**

**NEW QUESTION # 68**

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?
Note: There are 3 correct answers to this question.

- A. Define <obj-plan-states> in the goal plan template XML.
- B. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- C. Configure the <plan-layout> to include switch buttons.
- D. Add the "obj-edit" in a performance form template XML.
- E. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.

**Answer: A,B,E**

**NEW QUESTION # 69**

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