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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q60-Q65):

NEW QUESTION # 60

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions?

Note: There are 3 correct answers to this question.

- A. Multiple ratings can be grouped together under the same distribution guideline.
- B. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review views.
- C. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.
- D. Additional operators besides = are supported.
- E. Distribution range and group of ratings can be defined for any data source in the Calibration template.

Answer: A,B,C

NEW QUESTION # 61

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions. What are possible reasons as to why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The goal is NOT cascaded to or from another goal.
- B. The manager has no permission to Access Goal Alignment Chart for the direct report.
- C. The goal plan template is NOT the default one.
- D. The goal is NOT a personal goal, but a Team Goal.

Answer: B,D

NEW QUESTION # 62

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

Answer: B,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 # 63

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed. Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from others tab?

- A. Remove item-cmt-rating permission to hide the Unofficial User Rating
- **B. Remove subject-item-rating permission to hide the Employee Rating**
- C. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- D. Remove user-item-cmt-rating permission to hide the Unofficial User Rating

Answer: B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When using Rating Option 2 (two rating fields displayed), the subject-item-rating permission controls the visibility of the Employee Rating. Removing this permission hides the redundant rating field while keeping unofficial ratings visible in the Ratings from others tab.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "For Rating Option 2, removing the subject-item-rating permission hides the Employee Rating field, ensuring only one rating field is displayed while maintaining visibility of unofficial ratings in the Ratings from others tab." Explanation of Options:

- * A. Correct: Removing subject-item-rating hides the Employee Rating.
- * B. Incorrect: others-rating-tab-item-permission is not a valid permission.
- * C. Incorrect: item-cmt-rating is not related to rating fields.
- * D. Incorrect: user-item-cmt-rating is not relevant to this configuration.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rating Option 2 Configuration," Subsection: "Field Permissions" (Q3 2025).

NEW QUESTION # 64

What are some end user capabilities of Goal Management? Note: There are 3 correct answers to this question.

- A. A CSV header can be generated from the Goal Plan directly in the latest version of Goal Management.
- **B. New and previous values of the changed fields are logged in the Audit History.**
- C. Personal Goals, up to 10 at a time, can be added from a Goal Library.
- **D. Spell Check can be used in text and textarea fields.**
- **E. Users can manage Milestones for personal and team goals.**

Answer: B,D,E

NEW QUESTION # 65

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