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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q40-Q45):

NEW QUESTION # 40

Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.

- A. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- B. Categories can always be removed if the user has permissions to edit the section.
- C. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- D. Custom roles CANNOT be included as participants.

Answer: A,C

NEW QUESTION # 41

Your customer needs to set up a non-hierarchical permission for the HRBP role to allow for the creation of personal goals for

employees in the US. How can you do this in the instance?

Note: There are 2 correct answers to this question.

- **A. Include Create Team Goals permission in the Goals category in RBP for the HRBP role.**
- **B. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.**
- C. Include the EH role in the <create> permission in the Goal Plan XML template.
- **D. Include a custom role in the <create> permission in the Goal Plan XML template.**

Answer: A,B

NEW QUESTION # 42

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- **A. View All Comments link**
- B. Hidden Strength and Blind Spot view
- **C. Graphical Summary view**
- D. Gap Analysis view

Answer: A,C

NEW QUESTION # 43

Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- **A. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.**
- B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- **C. The Ask for Feedback system label button can be customized from Text Replacement.**
- D. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.

Answer: A,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Ask for Feedback feature allows:

* Customization of the system label button: The button label can be customized using Text Replacement.

* Display in Supporting Information pod: Feedback responses can be shown in the Supporting Information pod of the performance form.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Ask for Feedback feature allows customization of the system label button via Text Replacement in Admin Center. Additionally, responses collected through Ask for Feedback can be configured to appear in the Supporting Information pod of the performance form for visibility." Explanation of Options:

* A. Incorrect: Ask for Feedback can be disabled at the form template level, not just globally.

* B. Incorrect: Responses in Team Overview are not always visible to both manager and matrix manager; visibility depends on permissions.

* C. Correct: The button label can be customized via Text Replacement.

* D. Correct: Responses can appear in the Supporting Information pod.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Ask for Feedback Configuration," Subsection: "Feature Capabilities" (Q3 2025).

NEW QUESTION # 44

Which of the following action permissions can you configure in the goal plan template? Note: There are 3 correct answers to this question.

- **A. Change state**
- B. Mass assign goal
- **C. Share goal**

- D. Cascade push
- E. Lock goal

Answer: A,C,D

NEW QUESTION # 45

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