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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q52-Q57):

### NEW QUESTION # 52

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form? Note: There are 2 correct answers to this question.

- A. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form
- B. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form
- C. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form
- D. A goal deleted from the Goal Plan will still appear with a message 'no longer exists on goal plan' in the Performance Management Form

Answer: A,D

### NEW QUESTION # 53

Which of the following apply to Activity Linking in Continuous Performance Management?

Note: There are 2 correct answers to this question.

- A. Goals from unconverted legacy templates can be linked to activities.
- B. The Create Activity quick action on the home page allows to link to a maximum of 5 goals.
- C. Activities can be linked to a maximum of 20 Performance and 20 Development Goals from any template.
- D. Activities can only be linked to Performance and Development Goals from default templates.

**Answer: A,C**

#### **NEW QUESTION # 54**

Where can you export and import translations of a performance form in Admin Center?

- A. In Import Translations
- B. In Manage Form Label Translations
- C. In Manage Languages
- D. In Text Replacement

**Answer: B**

#### **NEW QUESTION # 55**

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

**Answer: A,C,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

\* Cannot convert with Group Goal data: Group Goals are not supported in the latest version.

\* Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.

\* Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as

<Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

- \* A. Correct: Group Goal data prevents conversion.
- \* B. Incorrect: The original template is not deleted; it is renamed as Backup.
- \* C. Incorrect: The <obj-plan-id> is not changed to a new value.
- \* D. Correct: The original template is renamed as Backup.
- \* E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

#### **NEW QUESTION # 56**

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. Add or remove participants
- D. Change overall rating from 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 # 57

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