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## **SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q50-Q55):**

**NEW QUESTION # 50**

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. desc
- B. state
- C. milestones
- D. metric
- E. comments

**Answer: A,C,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

- \* milestones: Allows AI to generate milestone-based progress tracking.
- \* desc: Supports AI-generated goal descriptions.
- \* metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

- \* A. Incorrect: The comments field is not supported for AI-assisted goal creation.
- \* B. Incorrect: The state field is for goal status and not AI-supported.
- \* C. Correct: milestones is supported for AI-generated milestones.
- \* D. Correct: desc is supported for goal descriptions.
- \* E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

### NEW QUESTION # 51

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Employee Import
- B. In Manage Job Roles
- C. In Configure Employee Files
- D. In Manage Users

**Answer: B,D**

### NEW QUESTION # 52

You are calibrating overall ratings using performance as data source.

What are some of the requirements for the Calibration Session to be successfully validated? Note: There are 3 correct answers to this question.

- A. All the subjects' review forms must be at the calibration step in the route map.
- B. The Calibration Session planned activation date must be defined.
- C. The location of the Calibration Session must be specified.
- D. The calibration template to be used in the Calibration Session must be specified.
- E. The subject(s) of the Calibration Session must be defined.

**Answer: A,D,E**

### NEW QUESTION # 53

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.

- A. Matrix Grid view
- B. Dashboard view
- C. Bin view
- D. List view
- E. Executive review

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Distribution guidelines in calibration sessions are visible in specific views to help facilitators and managers ensure ratings align with organizational expectations. According to the SAP SuccessFactors documentation, these guidelines are visible in:

\* Bin view: Displays the distribution of ratings in bins, highlighting adherence to guidelines.

\* Executive review: Shows distribution guidelines for high-level oversight.

\* Dashboard view: Provides a visual representation of how ratings align with guidelines.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "Distribution guidelines in calibration sessions are visible in the Bin view, Executive review, and Dashboard view. These views allow facilitators to compare actual rating distributions against the defined guidelines to ensure alignment with organizational standards." Explanation of Options:

\* A. Correct: Bin view shows the distribution of ratings against guidelines.

\* B. Correct: Executive review includes visibility of distribution guidelines.

\* C. Incorrect: Matrix Grid view focuses on plotting employees based on two dimensions (e.g., performance and potential) but does not display distribution guidelines.

\* D. Correct: Dashboard view includes graphical representations of distribution guidelines.

\* E. Incorrect: List view provides detailed employee data but does not display distribution guidelines.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Views," Subsection:

"Distribution Guidelines Visibility" (Q3 2025).

## NEW QUESTION # 54

Which of the following are characteristics of an EZ Rater section? Note: There are 3 correct answers to this question.

- A. `<sect-mode="EZ-Rater">` can be configured for Goal and Competency sections to compare employee and manager ratings side by side.
- B. EZ-Rater can be turned on from Admin Center Manage Templates.
- C. The items within the EZ Rater section will collapse by default.
- D. `<sect-mode="EZ-Rater">` can be configured for the Competency section only, to compare employee and manager ratings side by side.
- E. EZ Rater includes an on-form Gap Analysis graph.

**Answer: A,D,E**

## NEW QUESTION # 55

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