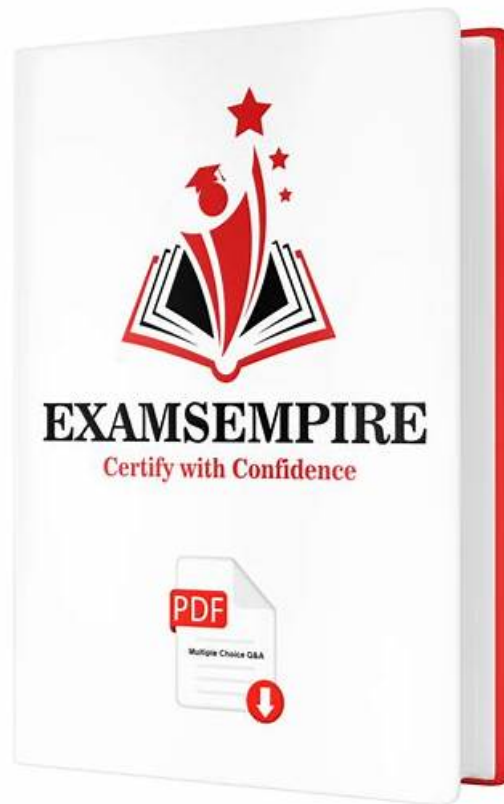


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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q13-Q18):

NEW QUESTION # 13

A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.

- A. The manager can use AI to change the tone of the writing and make it personable.
- B. The manager can use AI to add an attachment to the feedback that was given.
- C. The manager can use AI to link the feedback given to a specific activity.
- D. The manager can use AI to make the feedback actionable.

Answer: A,D

NEW QUESTION # 14

Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Templates, by adding the msgkey
- B. In Manage Languages, by adding the Translations
- C. In the XML template, by referencing the msgkey
- D. In Manage Form Label Translations, by adding the Translations in a CSV file

Answer: C,D

NEW QUESTION # 15

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- A. Calibration views can be modified by managers.
- B. Default facilitator(s) CANNOT be changed.
- C. Direct reports can be added as participants or subjects.
- D. The templates available to managers can be restricted from role-based permissions.

Answer: B,C

NEW QUESTION # 16

Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Show advanced options
- B. Manage Templates > General Settings
- C. Manage Templates > General Settings > Advanced Settings
- D. Manage Route Maps > Related Templates

Answer: B,C

NEW QUESTION # 17

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

- A. Hide Route Map on the Form
- B. Enforce Start Date
- C. Modify Form Route Map
- D. Step Exit Reminder

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Manage Route Maps, administrators can configure specific settings to control the behavior of performance form routing. The available configurations include:

- * Enforce Start Date: Ensures that forms adhere to a defined start date for routing steps.
- * Step Exit Reminder: Configures reminders for users to complete their actions before a step exits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Configuration Guide (Q3 2025): "In Manage Route Maps, administrators can configure settings such as Enforce Start Date to control when a route map step begins and Step Exit Reminder to send notifications to users to complete their actions before the step deadline." Explanation of Options:

- * A. Correct: Enforce Start Date is a valid configuration in Manage Route Maps.
- * B. Incorrect: Hiding the Route Map on the form is not a configuration option in Manage Route Maps; it is controlled in Form Template Settings.
- * C. Correct: Step Exit Reminder is a supported configuration.
- * D. Incorrect: "Modify Form Route Map" is not a specific configuration option; it refers to the general action of editing the route map.

Reference:

SAP SuccessFactors Performance Management Configuration Guide, Section: "Managing Route Maps," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION # 18

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