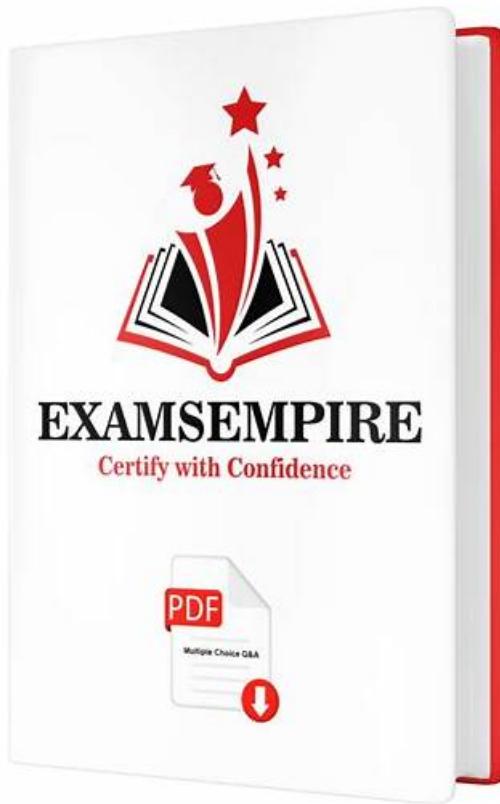


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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q67-Q72):

### NEW QUESTION # 67

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- A. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- B. Define <obj-plan-states> in the goal plan template XML.
- C. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.
- D. Configure the <plan-layout> to include switch buttons.
- E. Add the "obj-edit" in a performance form template XML.

Answer: A,B,C

### NEW QUESTION # 68

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Administrators CANNOT create delegation requests on behalf of other users.
- B. Delegators CANNOT add, edit, or delete goals for a delegatee.
- C. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.
- D. The form templates available to create delegation requests can be restricted in role-based permissions.

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

- \* Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.
- \* Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

- \* A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.
- \* B. Correct: Templates can be restricted via RBP.
- \* C. Correct: Requests are cancelled if not accepted.
- \* D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection: "Configuration and Behavior" (Q3 2025).

### NEW QUESTION # 69

Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Gap Analysis view
- B. Rank view
- C. Hidden Strength and Blind Spot view
- D. Graphical Summary view

Answer: A,B

### NEW QUESTION # 70

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.

□

Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]></rater-cat-min-err-msg>
- B. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]]></min-error-msg>
- C. <min-rater-complete-count>8</min-rater-complete-count>
- D. <min-rater-count>8</min-rater-count>
- E. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL\_COUNT]] and does not meet the minimum number of [[EXPECTED\_COUNT]]]]></min-warning-msg>

**Answer: A,B,D**

#### **NEW QUESTION # 71**

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight
- B. min-weight-per-obj
- C. max-weight-per-obj
- D. min-goals

**Answer: B,C**

#### **NEW QUESTION # 72**

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