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**SAP Certified Associate - SAP
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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q58-Q63):

NEW QUESTION # 58

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- A. Define the exit date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- B. Define the due date for the first step in the route map configuration in Form Template Settings. Select the "Automatic send on due date" option in Step 1 of the route map.
- **C. Define the due date for the first step in the route map configuration in Manage Route Maps. Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.**
- D. Define the start date for the first step in the route map configuration in Manage Route Maps. Select the "Enforce Start Date" option in Step 2 of the route map.

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure review forms are sent to the second step of the route map on a specified date, configure:

- * Due date for the first step: Set in Manage Route Maps.
- * Automatic send on due date: Enable this option for Step 1.
- * Always send regardless of validation: Ensure forms move forward even if not fully validated.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To automatically send forms to the second step of a route map on a specified date, define the due date for the first step in Manage Route Maps, enable 'Automatic send on due date' for Step 1, and select 'Always send regardless of validation' to ensure progression." Explanation of Options:

- * A. Incorrect: Exit date is not a standard setting; due date is used.
- * B. Incorrect: Due date is set in Manage Route Maps, not Form Template Settings.
- * C. Incorrect: Enforce Start Date for Step 2 does not achieve this requirement.
- * D. Correct: Correct settings in Manage Route Maps ensure automatic routing.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection: "Automatic Routing" (Q3 2025).

NEW QUESTION # 59

Which of the following applies to the Employee Information section?

- **A. First Name and Last Name CANNOT be removed.**
- B. New elements will become visible in the display options in Manage Templates.
- C. Custom elements can be included.
- D. Elements CANNOT be reordered.

Answer: A

NEW QUESTION # 60

Which of the following are possible for the distribution range and group of ratings in guidelines for Calibration Sessions?

Note: There are 3 correct answers to this question.

- **A. The total distribution must be exactly 100% for each calibration element, even if distribution ranges are set up.**
- **B. A red bar will indicate that the actual distribution does NOT match the guideline in the Dashboard and Executive Review**

views.

- C. Distribution range and group of ratings can be defined for any data source in the Calibration template.
- D. Additional operators besides = are supported.
- E. Multiple ratings can be grouped together under the same distribution guideline.

Answer: A,B,E

NEW QUESTION # 61

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 subject(s) of the Calibration Session must be defined.
- C. The location of the Calibration Session must be specified.
- D. The Calibration Session planned activation date must be defined.
- E. The calibration template to be used in the Calibration Session must be specified.

Answer: A,B,E

NEW QUESTION # 62

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- B. The Get Feedback feature, to collect additional comments on the form
- C. The Stack Ranker, to evaluate objectives and skills for their direct reports
- D. The Ask for Feedback button, to send an e-mail to internal or external users
- E. The Stack Ranker, to evaluate competencies and skills for their direct reports

Answer: A,D,E

NEW QUESTION # 63

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