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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q42-Q47):

NEW QUESTION # 42

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

Note: There are 3 correct answers to this question.

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

Answer: B,C,D

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 # 43

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. Direct Report (ED)
- B. All Matrix Managers (EP)
- C. Peer (EMD)
- D. All Level Manager (EM+)
- E. Custom Manager (EC)

Answer: A,B,C

NEW QUESTION # 44

Which of the following are considerations when you are converting legacy templates to the latest version? Note: There are 2

Answers to this Question:

- A. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- B. The background style for the status field is supported in both RGB and HEX.
- C. Any existing Group Goal data from the legacy template will be retained.
- D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

Answer: A,D

NEW QUESTION # 45

Which of the following apply to the Rater section?

Note: There are 2 correct answers to this question.

- A. Categories can always be removed if the user has permissions to edit the section.
- B. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- C. Custom roles CANNOT be included as participants.
- D. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Rater section in performance forms:

* Pre-populates based on relationships: The participant list is automatically filled based on roles like manager or peer.

* Supports warning/error messages: Messages can be configured for participant count limits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Rater section pre-populates participants based on their role relationship to the employee (e.g., manager, peer). Administrators can define warning or error messages if the number of participants exceeds or does not meet the configured limits." Explanation of Options:

* A. Incorrect: Categories cannot always be removed; it depends on configuration and permissions.

* B. Correct: The list pre-populates based on role relationships.

* C. Incorrect: Custom roles can be included as participants.

* D. Correct: Warning/error messages can be defined for participant counts.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Rater Section Configuration," Subsection: "Participant Management" (Q3 2025).

NEW QUESTION # 46

What can you do in Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Upload an XML file in order to create a new template.
- B. Download the latest XML file of a template.
- C. Upload an XML file in order to update an existing template.
- D. Delete a template.

Answer: A,B

NEW QUESTION # 47

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He simply fully trusts the team to get things done, but like the team he is C-THR82-2505 still held accountable for the team's results. This contains a list of all the messages that need to be forwarded along the view controller hierarchy.

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