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1. What can an administrator do when accessing the Delete Continuous Feedback page? Note: There are 2 correct answers to this question.

- A. The administrator can delete only feedback given or received by active users.
- B. The administrator CANNOT restore feedback once the feedback is deleted.
- C. The administrator can only delete feedback given in the last three months.
- D. The administrator can access all information, including feedback content from others.

Answer: A B

2. Which actions can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Provide discussion topics
- B. Access the Delete Continuous Feedback page
- C. Support multiple roles
- D. Use AI-assisted writing
- E. Prevent feedback deletion by users

Answer: A C E

3. What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked achievement.
- B. Access the profile card to drill down into employee details.
- C. Filter to only show feedback with a linked activity.
- D. Decline a feedback request.

Answer: C D

4. 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 link the feedback given to a specific activity.
- C. The manager can use AI to make the feedback actionable.
- D. The manager can use AI to add an attachment to the feedback that was given.

Answer: A C

5. Which of the following are valid end user actions in Continuous Performance Management (CPM)?

Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Add attachments to one of your activities.
- C. Provide coaching advice to your direct report in the 1:1 meeting.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Send a channel invitation to your colleague to have regular 1:1 meetings.

Answer: A B D

6. Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you

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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q66-Q71):

NEW QUESTION # 66

Which of the following action permissions can you configure in the goal plan template? Note: There are 3 correct answers to this question.

- A. Cascade push
- B. Change state
- C. Share goal
- D. Mass assign goal
- E. Lock goal

Answer: A,B,C

NEW QUESTION # 67

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

Answer: C,D

NEW QUESTION # 68

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

Note: There are 2 correct answers to this question.

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

Answer: A,C

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 # 69

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

Answer: B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Writing in Continuous Performance Management supports:

* Changing the tone: Making feedback more personable or professional.

* Making feedback actionable: Suggesting actionable steps or improvements.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements." Explanation of Options:

* A. Correct: AI can adjust the tone of feedback.

* B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.

* C. Incorrect: Adding attachments is not an AI-assisted feature.

* D. Correct: AI can make feedback actionable.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION # 70

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management?

Note: There are 2 correct answers to this question.

- **A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.**
- B. The Performance Goals to be linked to the Objective and Key Results (OKRs) can only be selected from the default goal plan.
- C. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.
- **D. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.**

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The integration between Dynamic Teams and Goal Management supports OKR functionality with specific characteristics:

* Option B: Each objective can have up to 5 key results, with a typical Degree of Success (DOS) target of 70%.

* Option C: The Enable Linking to Performance Goals option is configurable from the Dynamic Teams Configuration page.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "When OKR functionality is enabled for Dynamic Teams, each objective can include up to 5 key results, with a typical Degree of Success (DOS) target set at 70%. The integration with Goal Management can be enabled by turning on the

'Enable Linking to Performance Goals' option in the Dynamic Teams Configuration page." Explanation of Options:

* A. Incorrect: The typical DOS target is 70%, not below 70%.

- * B. Correct: Up to 5 key results with a 70% DOS target is accurate.
 - * C. Correct: The linking option is configured in Dynamic Teams Configuration.
 - * D. Incorrect: Performance Goals linked to OKRs are not restricted to the default goal plan; they can be selected from any configured goal plan.
- Reference:
SAP SuccessFactors Goal Management Guide, Section: "Dynamic Teams and OKR Integration," Subsection: "Configuration Details" (Q3 2025).

NEW QUESTION # 71

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