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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q49-Q54):

NEW QUESTION # 49

You would like to use AI-Assisted Insights in Performance Management forms. What are the requirements to use this capability in addition to an SAP AI Units license?

Note: There are 3 correct answers to this question.

- A. Enable the feature from Admin Center and grant permissions from AI Access category to the required role
- B. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required

role

- C. Define a Manager single step in the Route Map associated to the form template
- D. Enable Assisted Performance Insights for Manager Review in Form Template Settings
- E. Define a collaborative step in the Route Map including Manager and HR Rep

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To use AI-Assisted Insights in Performance Management forms, in addition to an SAP AI Units license, the following are required:

- * Enable in Admin Center and grant AI Access permissions: The feature must be activated, and roles need appropriate permissions.
- * Manager single step in Route Map: A step involving the manager is required for insights generation.
- * Enable Assisted Performance Insights in Form Template Settings: This setting enables the feature for specific forms.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable AI-Assisted Insights, administrators must activate the feature in Admin Center and grant permissions via the AI Access category. A Manager single step must be defined in the Route Map, and the Assisted Performance Insights option must be enabled in Form Template Settings." Explanation of Options:

- * A. Correct: Enabling in Admin Center and granting AI Access permissions is required.
- * B. Incorrect: Provisioning is not used for this feature; Admin Center is the correct location.
- * C. Correct: A Manager single step is required in the Route Map.
- * D. Incorrect: A collaborative step with Manager and HR Rep is not required.
- * E. Correct: Enabling Assisted Performance Insights in Form Template Settings is necessary.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Configuration Requirements" (Q3 2025).

NEW QUESTION # 50

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?

Note: There are 2 correct answers to this question.

- A. Route forms to Signature Stage
- B. Approve forms
- C. Mass decline/complete forms
- D. Restore completed forms

Answer: C,D

NEW QUESTION # 51

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session? Note: There are 2 correct answers to this question.

- A. You can select custom filters to be used in people search when you set up a Calibration Session.
- B. You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- C. You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- D. You can select Filter fields for the filter function across all views in the Calibration Session.

Answer: A,D

NEW QUESTION # 52

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. lock-item-weights="false"
- B. configurable="true"
- C. in-overall-rating="true"
- D. no-weight="true"

Answer: A,C

NEW QUESTION # 53

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

Answer: A,C,E

NEW QUESTION # 54

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