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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q65-Q70):

NEW QUESTION # 65
Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

- A. Performance-Potential Summary section
- B. Custom section
- C. Reviewer Info section
- D. Obj/Comp Summary section.

Answer: B,C

NEW QUESTION # 66
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 below 70%.
- B. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.
- C. The Performance Goals to be linked to the Objective and Key Results (OKRs) can only be selected from the default goal plan.
- D. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.

Answer: B,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: TheEnable Linking to Performance Goalsoption 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 # 67
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. Custom Manager (EC)
- C. All Matrix Managers (EP)
- D. All Level Manager (EM+)
- E. Peer (EMD)

Answer: A,C,E

NEW QUESTION # 68
Which permissions for approved sessions can be granted to facilitators?
Note: There are 3 correct answers to this question.

- A. Reopen
- B. Delete

- C. Export
- D. Write
- E. Finalize

Answer: A,C,E

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
Facilitators of approved calibration sessions can be granted permissions to:
* Export: Export session data for reporting.
* Finalize: Complete the session and lock ratings.
* Reopen: Reopen a finalized session for further adjustments.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Calibration Configuration Guide (Q3 2025):"Facilitators of approved calibration sessions can be granted permissions to export session data, finalize the session to lock ratings, and reopen a finalized session for additional changes, subject to role-based permissions." Explanation of Options:
* A. Correct: Export permission is supported.
* B. Incorrect: Delete permission is not typically granted for approved sessions.
* C. Correct: Finalize permission is supported.
* D. Incorrect: Write permission is not a standard term for calibration sessions; edit permissions are covered under other roles.
* E. Correct: Reopen permission is supported.
Reference:
SAP SuccessFactors Calibration Configuration Guide, Section: "Facilitator Permissions," Subsection:
"Approved Sessions" (Q3 2025).

NEW QUESTION # 69
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 Stack Ranker, to evaluate objectives and skills for their direct reports
- C. The Stack Ranker, to evaluate competencies and skills for their direct reports
- D. The Get Feedback feature, to collect additional comments on the form
- E. The Ask for Feedback button, to send an e-mail to internal or external users

Answer: A,C,E

NEW QUESTION # 70
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