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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q36-Q41):

NEW QUESTION # 36

In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved. Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-warning-msg>
- B. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></rater-cat-min-err-msg>
- C. <min-rater-count>8</min-rater-count>
- D. <min-rater-complete-count>8</min-rater-complete-count>
- E. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>

Answer: B,C,E

NEW QUESTION # 37

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. The Calibration Session planned activation date must be defined.
- B. The calibration template to be used in the Calibration Session must be specified.
- C. All the subjects' review forms must be at the calibration step in the route map.
- D. The location of the Calibration Session must be specified.
- E. The subject(s) of the Calibration Session must be defined.

Answer: B,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- * Subjects defined: The employees to be calibrated must be specified.
- * Calibration template specified: The template defines the calibration criteria.
- * Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- * A. Correct: Subjects must be defined.
- * B. Incorrect: Location is not a mandatory requirement for validation.
- * C. Incorrect: Planned activation date is not required for validation.
- * D. Correct: The calibration template must be specified.
- * E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

NEW QUESTION # 38

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The original goal plan template is deleted since it CANNOT be used anymore.
- B. The goal plan template CANNOT be converted if Group Goal data exists.
- C. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- D. The goal plan template you converted will retain its original <obj-plan-id>.
- E. The goal plan template you converted will get a new <obj-plan-id> between 1-1000.

Answer: B,C,E

NEW QUESTION # 39

What does the "Enable force route button in validation step" calibration feature do?

- A. Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session
- B. Automatically populates valid participants and subjects based on the Calibration Session owner
- C. Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- D. Automatically routes forms to the next step in the route map after a Calibration Session is finalized

Answer: A

NEW QUESTION # 40

What can an administrator do to a competency from the front end? Note: There are 2 correct answers to this question.

- A. Associate a competency with an achievement.
- B. Mark the competency as core.
- C. Edit the competency description.
- D. Remove a job-specific competency from an existing form

Answer: B,C

NEW QUESTION # 41

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