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Sample Questions (Q54-Q59):

NEW QUESTION # 54
Where can you add and update translations for the section name and description in a 360 Review form?
Note: There are 2 correct answers to this question.

- A. In Manage Templates, by adding the msgKey
- B. In the XML template, by referencing the msgKey
- C. In Manage Languages, by adding the translations
- D. In Manage Form Label Translations, by adding the translations in a CSV file

Answer: B,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
Translations for section names and descriptions in a 360 Review form can be managed in two ways:
* Option A: By referencing the msgKey in the XML template, translations can be defined and linked to specific section names and descriptions.
* Option B: In Manage Form Label Translations, translations can be uploaded via a CSV file, allowing bulk updates for multiple languages.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025):"Translations for section names and descriptions in 360 Review forms can be managed by defining msgKey attributes in the form template XML, which reference localized strings. Alternatively, administrators can use the Manage Form Label Translations tool to upload translations via a CSV file for efficient management of multiple languages." Explanation of Options:
* A. Correct: The msgKey in the XML template is used to reference translations.
* B. Correct: The Manage Form Label Translations tool supports CSV uploads for translations.
* C. Incorrect: Manage Languages is used for enabling languages in the system, not for adding specific translations for form sections.
* D. Incorrect: Manage Templates allows configuration of the form but does not directly support adding msgKey for translations.
Reference:
SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Localization and Translations," Subsection:
"Managing Form Translations" (Q3 2025).

NEW QUESTION # 55
In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?
Note: There are 2 correct answers to this question.

- A. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- B. When distribution guidelines are enforced but NOT met within the calibration session.
- C. When subjects with comments from the current session are NOT marked as discussed.
- D. When any of the views in the session include unrated subjects.

Answer: A,B

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
A facilitator cannot finalize a calibration session if:
* Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.
* Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Calibration Configuration Guide (Q3 2025):"A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session."
Explanation of Options:
* A. Incorrect: Unmarked comments do not prevent session finalization.
* B. Correct: Unranked subjects with a required rank column prevent finalization.
* C. Correct: Non-compliant distribution guidelines prevent finalization.
* D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.
Reference:
SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection:
"Restrictions" (Q3 2025).

NEW QUESTION # 56

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- A. Administrators assign skills to users from Admin Center.
- B. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.
- C. Users add skills manually to the form when the section is <configurable="true">.
- D. Managers assign skills to their direct reports from the Org Chart.
- E. Skills are hard-coded in the Custom Attribute section.

Answer: A,B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

* Administrators assign skills: Done via Admin Center for specific users.

* Users add skills manually: If the section is configured as <configurable="true">.

* Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025):"Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when

<configurable="true"> is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

* A. Correct: Administrators can assign skills in Admin Center.

* B. Correct: Users can add skills if the section is configurable.

* C. Incorrect: Skills are not hard-coded in the Custom Attribute section.

* D. Incorrect: Managers do not assign skills via the Org Chart.

* E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

NEW QUESTION # 57

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review.

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

- A. The user should have access to Subject Rating.
- B. The Disable Ask For Edit Routing option should be disabled.
- C. The user should have access to Unofficial User Rating.
- D. The Disable Ask For Comment Routing option should be disabled.

Answer: B,D

NEW QUESTION # 58

Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Templates, by adding the msgkey
- B. In Manage Languages, by adding the Translations
- C. In Manage Form Label Translations, by adding the Translations in a CSV file
- D. In the XML template, by referencing the msgkey

Answer: C,D

NEW QUESTION # 59

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