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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q56-Q61):

NEW QUESTION # 56
Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Configure Employee Files
- B. In Employee Import
- C. In Manage Users
- D. In Manage Job Roles

Answer: C,D

NEW QUESTION # 57
Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Advanced Settings
- B. Manage Templates > General Settings
- C. Manage Route Maps > Related Templates
- D. Manage Templates > General Settings > Show advanced options

Answer: A,B

NEW QUESTION # 58
What should you consider when you convert legacy templates to the latest version?
Note: There are 2 correct answers to this question.

- A. Any existing Group Goal data from the legacy template will be retained.</obj-plan-due></obj-plan- start>
- B. The background style for the status field is supported in both RGB and HEX.
- C. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

Answer: C,D

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
When converting legacy goal plan templates to the latest version, administrators must consider:
* Start and due dates: Goals must align with the <obj-plan-start> and <obj-plan-due> dates defined in the new template.
* Textarea field limits: Fields like metric or comments are limited to 4000 characters in the latest version.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Goal Management Guide (Q3 2025):"When converting legacy goal plan templates, ensure that goal start and due dates fall within the <obj-plan-start> and <obj-plan-due> dates of the new template. Additionally, textarea fields such as metric or comments will have a maximum length of 4000 characters in the latest version." Explanation of Options:
* A. Incorrect: Background style for the status field is not a consideration during template conversion.
* B. Correct: Dates must align with the new template's defined range.
* C. Correct: Textarea fields are limited to 4000 characters.
* D. Incorrect: Group Goal data may not be retained, depending on the conversion process and template compatibility.
Reference:
SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 59

What are some end user capabilities of the latest version of Goal Management?
Note: There are 3 correct answers to this question.

- A. Users can manage Milestones for personal and team goals.
- B. Employees can search for inactive users in the People Selector.
- C. Goals can be imported or exported directly from a Goal Plan.
- D. Goals can be created using the SMART Goal Wizard.
- E. Managers can copy personal goals on behalf of their direct reports.

Answer: A,C,D

NEW QUESTION # 60
Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

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

Answer: A,C

NEW QUESTION # 61
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