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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q68-Q73):

### NEW QUESTION # 68

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 any of the views in the session include unrated subjects.
- 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 rank column is set as required and some subjects are NOT ranked in the Bin view.

**Answer: B,D**

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 # 69

Which of the following applies to the Delegation in Performance Reviews feature?

Note: There are 2 correct answers to this question.

- A. Delegators CANNOT add, edit, or delete goals for a delegatee.
- B. Delegation requests can be automatically cancelled if the delegatee does not accept or declines the request.
- C. Administrators CANNOT create delegation requests on behalf of other users.
- D. The form templates available to create delegation requests can be restricted in role-based permissions.

**Answer: B,D**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Delegation in Performance Reviews feature includes:

\* Restricted templates via RBP: Form templates for delegation can be limited by role-based permissions.

\* Automatic cancellation: Delegation requests are cancelled if not accepted or declined.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "Delegation requests can be restricted to specific form templates using role-based permissions. Additionally, delegation requests are automatically cancelled if the delegatee does not accept or declines the request." Explanation of Options:

- \* A. Incorrect: Delegators can add, edit, or delete goals, depending on permissions.
- \* B. Correct: Templates can be restricted via RBP.
- \* C. Correct: Requests are cancelled if not accepted.
- \* D. Incorrect: Administrators can create delegation requests on behalf of others.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Delegation Feature," Subsection: "Configuration and Behavior" (Q3 2025).

## NEW QUESTION # 70

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

**Answer: B,C**

#### **NEW QUESTION # 71**

Which of the following options in 360 Reviews can be controlled from Form Template Settings? Note: There are 2 correct answers to this question.

- A. Enable 360 Drilldown Permission.
- B. Enable Participant names on 360.
- C. Enable anonymity in the 360 reporting functions.
- D. Enable enhanced Detailed 360 Report anonymity.

**Answer: A,D**

#### **NEW QUESTION # 72**

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 any of the views in the session include unrated subjects.
- 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 rank column is set as required and some subjects are NOT ranked in the Bin view.

**Answer: B,D**

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 # 73**

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