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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q64-Q69):

### NEW QUESTION # 64

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 any of the views in the session include unrated subjects.
- C. When distribution guidelines are enforced but NOT met within the calibration session.
- D. When subjects with comments from the current session are NOT marked as discussed.

Answer: A,C

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 # 65

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

- A. The Ask for Feedback button, to send an e-mail to internal or external users
- 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 Confirm 1:1 Meeting button, to send a form to the signature step without opening it

Answer: A,C,E

### NEW QUESTION # 66

Which type of permissions of approved sessions can be granted to facilitators? Note: There are 3 correct answers to this question.

- A. Reopen
- B. Export
- C. Delete
- D. Finalize
- E. Write

Answer: B,C,E

### NEW QUESTION # 67

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

**Answer: A,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 # 68

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-rater-complete-count>8</min-rater-complete-count>`
- 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-warning-msg>![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]></min-warning-msg>`
- D. `<min-rater-count>8</min-rater-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,D,E**

### NEW QUESTION # 69

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