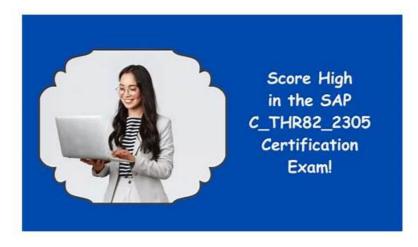
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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q52-Q57):

NEW QUESTION #52

What are possible actions for the Last Rating tab in a Performance Management form? Note: There are 2 correct answers to this question.

- A. It can prepopulate on the item-rating by default.
- B. It can be hidden using field-permissions.
- C. It can include proficiency ratings from Growth Portfolio.
- D. It is NOT supported for skill ratings.

Answer: A,C

NEW QUESTION # 53

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment

Chart available from the goal card actions. What are possible reasons as to why the option is NOT visible? Note: There are 2 correct answers to this question.

- A. The goal is NOT a personal goal, but a Team Goal.
- B. The manager has no permission to Access Goal Alignment Chart for the direct report.
- C. The goal plan template is NOT the default one.
- D. The goal is NOT cascaded to or from another goal.

Answer: A,B

NEW OUESTION #54

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms? Note: There are 3 correct answers to this question.

- A. Data from Continuous Feedback
- B. Data from Comments on Development Goals
- C. Data from Get Feedback
- D. Data from Ask for Feedback
- E. Data from Comments on Performance forms

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:

- * Comments on Performance forms: Textual comments provided in performance forms.
- * Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
- * Ask for Feedback: Feedback collected via the Ask for Feedback feature.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Performance Management Guide (Q3 2025):"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:
- * A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
- * B. Correct: Continuous Feedback is supported for AI analysis.
- * C. Correct: Ask for Feedback responses are included as a data source.
- * D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
- * E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection: "Supported Data Sources" (Q3 2025).

NEW QUESTION #55

Which of the following applies to the Employee Information section?

- A. Elements CANNOT be reordered.
- B. First Name and Last Name CANNOT be removed.
- C. Custom elements can be included.
- D. New elements will become visible in the display options in Manage Templates.

Answer: B

NEW QUESTION #56

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
- C. Manage Templates > General Settings > Advanced Settings

• D. Manage Route Maps > Related Templates

Answer: B,C

NEW QUESTION #57

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