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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q22-Q27):

NEW OUESTION #22

A manager is giving feedback to an employee using Generative Al.

Which of the following outputs can be retrieved by the Al-Assisted Writing in this scenario? Note: There are 2 correct answers to this question.

- A. The manager can use Al to change the tone of the writing and make it personable.
- B. The manager can use Al to add an attachment to the feedback that was given.
- C. The manager can use Al to link the feedback given to a specific activity.
- D. The manager can use Al to make the feedback actionable.

Answer: A,D

NEW QUESTION #23

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

Answer: B,C,D

NEW QUESTION #24

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- B. Define the Section Comments field as a required field for the role providing the final rating (like EM).
- C. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- D. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure a performance form has a rating of record in the Summary section with manual rating enabled, the best practice is to define the Manual Overall Ratingas a required field for the role providing the final rating (e.g., EM - Employee's Manager). Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Performance Management Guide (Q3 2025): "To ensure a rating of record in the Summary section with manual rating enabled, define the Manual Overall Rating field as required for the role providing the final rating, such as the Employee's Manager (EM), to enforce rating completion." Explanation of Options:
- * A. Incorrect: "Allow Override Unrated" does not ensure a rating of record; it allows bypassing unrated sections.
- * B. Incorrect: Requiring the Section Comments field does not ensure a rating is provided.
- * C. Correct: Requiring the Manual Overall Rating field ensures a rating of record.
- * D. Incorrect: Enforce Maximum Overall Score (EMOS) sets score limits, not a requirement for rating completion. Reference:

SAP SuccessFactors Performance Management Guide, Section: "Summary Section Configuration," Subsection: "Rating of Record Best Practices" (Q3 2025).

NEW QUESTION #25

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

- A. The Stack Ranker, to evaluate objectives and skills for their direct reports
- B. The Get Feedback feature, to collect additional comments on the form
- C. The Ask for Feedback button, to send an e-mail to internal or external users
- D. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- E. The Stack Ranker, to evaluate competencies and skills for their direct reports

Answer: C,D,E

NEW QUESTION #26

Which features can you enable and disable in Continuous Performance Management Configuration (CPM)? Note: There are 3 correct answers to this question.

- A. Enable "Discussion Topic"
- B. Disable Deleting Feedback
- C. Delete Channels
- D. Enable Multiple Role Support
- E. Assisted Skill Recommendation Using CPM Data

Answer: A,B,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In Continuous Performance Management (CPM) Configuration, administrators can enable or disable specific features:

- * Enable Multiple Role Support: Allows multiple roles to participate in CPM activities.
- * Disable Deleting Feedback: Prevents users from deleting feedback.
- * Enable "Discussion Topic": Enables the Discussion Topic feature for meetings.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Continuous Performance Management Guide (Q3 2025):"In CPM Configuration, administrators can enable or disable features such as Multiple Role Support, Disable Deleting Feedback to prevent feedback removal, and Enable 'Discussion Topic' to allow structured discussion topics during 1:1 meetings." Explanation of Options:
- * A. Correct: Multiple Role Support is a configurable feature.
- * B. Incorrect: Deleting Channels is not a standard configurable feature in CPM.
- * C. Correct: Disabling Deleting Feedback is supported.
- * D. Correct: Enabling Discussion Topic is a valid option.
- * E. Incorrect: Assisted Skill Recommendation is not a CPM-specific configuration.

Reference

SAP SuccessFactors Continuous Performance Management Guide, Section: "CPM Configuration," Subsection: "Feature Toggles" (Q3 2025).

NEW QUESTION #27

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