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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q73-Q78):

NEW QUESTION # 73

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

Answer: A,B,E

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 # 74

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Provide coaching advice to your direct report in the 1:1 meeting.
- C. Send a channel invitation to your colleague to have regular 1:1 meetings.
- D. Add your own meeting notes to assist with the 1:1 meeting.
- E. Add attachments to one of your activities.

Answer: A,D,E

NEW QUESTION # 75

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

Answer: B,C

NEW QUESTION # 76

What are the main characteristics of skills?

Note: There are 2 correct answers to this question.

- A. Skills can be rated on attribute sections in Performance and 360 Reviews forms.
- B. Skills can be mapped to Job Roles with Job Description Manager.
- **C. Skills can be associated to behaviors.**
- **D. Skills can be recommended to employees using AI capabilities.**

Answer: C,D

NEW QUESTION # 77

What happens when you define a Calibration Session owner during the session setup?

- A. The owner can view their calibration data on the Executive Review tab.
- **B. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.**
- C. The owner can define export permissions for the session.
- D. The session creator can assign only one owner.

Answer: B

NEW QUESTION # 78

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