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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which of the following are possible for the manager-initiated Calibration Sessions? Note: There are 2 correct answers to this question.

- A. The templates available to managers can be restricted from role-based permissions.
- B. Calibration views can be modified by managers.
- C. Direct reports can be added as participants or subjects.
- D. Default facilitator(s) CANNOT be changed.

Answer: A,C

NEW QUESTION # 55

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- A. Download a template from the Software Download Center.
- B. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- C. Download a template from the SuccessStore.
- D. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- E. Copy an existing goal plan and save as a new version in Manage Templates.

Answer: C,D,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Recommended methods for creating a goal plan template include:

- * Downloading from SuccessStore: Provides pre-configured templates.
- * Copying and modifying XML in Manage Templates: Allows customization of an existing template.
- * Copying and saving as a new version in Manage Templates: Creates a new version of an existing plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "To create a goal plan template, administrators can download a template from the SuccessStore, copy an existing goal plan XML and modify the plan ID for import in Manage Templates, or copy an existing goal plan and save it as a new version in Manage Templates." Explanation of Options:

- * A. Correct: SuccessStore templates are recommended.
- * B. Correct: Copying and importing in Manage Templates is supported.
- * C. Incorrect: Provisioning is used for system-level configurations, not template imports.
- * D. Correct: Saving as a new version in Manage Templates is valid.
- * E. Incorrect: Software Download Center is not a source for goal plan templates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Creating Goal Plan Templates," Subsection: "Recommended Methods" (Q3 2025).

NEW QUESTION # 56

Which actions are available for a Process Owner on the Evaluation Summary in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Add an overall comment
- B. Open Detailed 360 Report
- C. Add or remove participants
- D. Change overall rating from participants

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

In a 360 Review, the Process Owner has specific actions they can perform in the Evaluation Summary.

According to the SAP SuccessFactors documentation:

- * Option A: The Process Owner can open the Detailed 360 Report to view comprehensive feedback and analysis.
- * Option C: The Process Owner can add an overall comment to summarize the evaluation or provide additional context.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "In the Evaluation Summary of a 360 Review, the Process Owner can perform actions such as opening the Detailed 360 Report to review aggregated feedback and adding an overall comment to provide final remarks or insights about the evaluation process." Explanation of Options:

- * A. Correct: Opening the Detailed 360 Report is a standard action for Process Owners.
- * B. Incorrect: Changing the overall rating from participants is not typically allowed, as ratings are aggregated based on participant inputs and system rules.
- * C. Correct: Adding an overall comment is a supported action for the Process Owner.
- * D. Incorrect: Adding or removing participants is generally managed during the setup phase, not in the Evaluation Summary.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Evaluation Summary Actions," Subsection: "Process Owner Permissions" (Q3 2025).

NEW QUESTION # 57

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this?

Note: There are 2 correct answers to this question.

- A. The Disable Ask For Edit Routing option should be disabled.
- B. The user should have access to Subject Rating.
- C. The user should have access to Unofficial User Rating.
- D. The Disable Ask For Comment Routing option should be disabled.

Answer: A,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow a user not defined in the route map to provide ratings and comments:

* Disable Ask For Edit Routing: Must be disabled to allow editing by non-route map users.

* Disable Ask For Comment Routing: Must be disabled to allow comments by non-route map users.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To enable a user not in the route map to provide ratings and comments, ensure that 'Disable Ask For Edit Routing' and 'Disable Ask For Comment Routing' are disabled in the form template settings." Explanation of Options:

* A. Correct: Disabling Ask For Edit Routing allows ratings.

* B. Correct: Disabling Ask For Comment Routing allows comments.

* C. Incorrect: Subject Rating access is for route map users.

* D. Incorrect: Unofficial User Rating is not required for this scenario.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Non-Route Map User Access," Subsection: "Rating and Comment Permissions" (Q3 2025).

NEW QUESTION # 58

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

Answer: A,B,D

NEW QUESTION # 59

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