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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q15-Q20):

NEW QUESTION # 15
In your goal plan, you notice some warnings as shown in the screenshot.
What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- D. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

Answer: B

NEW QUESTION # 16
What can you do with the Import Performance Goals feature? Note: There are 3 correct answers to this question.

- A. Transfer existing goals between employees
- B. Assign team goals
- C. Delete goals
- D. Update goals
- E. Delete goal comments

Answer: B,C,D

NEW QUESTION # 17
What can users do with a form during a collaborative route map step?

- A. The form is in all the collaborative step participants' inboxes at the same time and all users can edit the form simultaneously.
- B. The form is in all the collaborative step participants' inboxes at the same time, but only one user can make edits at a time.
- C. The form can be sent to another user with the Get Feedback button.
- D. The form can be sent back and forth between the different users of the collaborative step before moving to the next step.

Answer: B

NEW QUESTION # 18
Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Languages, by adding the Translations
- B. In the XML template, by referencing the msgkey
- C. In Manage Templates, by adding the msgkey
- D. In Manage Form Label Translations, by adding the Translations in a CSV file

Answer: B,D

NEW QUESTION # 19
A manager is giving continuous feedback to an employee using Generative AI. Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Writing in Continuous Performance Management supports:
* Changing the tone: Making feedback more personable or professional.
* Making feedback actionable: Suggesting actionable steps or improvements.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025):"AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements." Explanation of Options:
* A. Correct: AI can adjust the tone of feedback.
* B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.
* C. Incorrect: Adding attachments is not an AI-assisted feature.
* D. Correct: AI can make feedback actionable.
Reference:
SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION # 20
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