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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q58-Q63):

### NEW QUESTION # 58

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in the Summary. Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. configurable="true"
- B. in-overall-rating="true"
- C. lock-item-weights="false"
- D. no-weight="true"

**Answer: B,C**

### NEW QUESTION # 59

Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

- A. Obj/Comp Summary section.
- B. Performance-Potential Summary section
- C. Reviewer Info section
- D. Custom section

**Answer: C,D**

### NEW QUESTION # 60

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. Delete goal comments
- C. Assign team goals
- D. Delete goals
- E. Update goals

**Answer: A,D,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Import Performance Goals feature allows administrators to:

- \* Delete goals: Remove existing goals via import.
- \* Transfer goals between employees: Move goals from one employee to another.
- \* Update goals: Modify existing goal attributes through the import process.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Import Performance Goals feature enables administrators to delete existing goals, transfer goals between employees, and update goal attributes using a properly formatted import file."

Explanation of Options:

- \* A. Incorrect: Deleting goal comments is not supported by the Import Performance Goals feature.
- \* B. Correct: Deleting goals is a supported action.
- \* C. Correct: Transferring goals between employees is supported.
- \* D. Incorrect: Assigning team goals is not part of the Import Performance Goals feature.
- \* E. Correct: Updating goals is supported.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Import Performance Goals," Subsection: "Supported Actions" (Q3 2025).

### NEW QUESTION # 61

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

**Answer: A,C,E**

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

For a Calibration Session using performance as the data source to be successfully validated:

- \* Subjects defined: The employees to be calibrated must be specified.
- \* Calibration template specified: The template defines the calibration criteria.
- \* Forms at calibration step: All subjects' forms must be at the calibration step in the route map.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "To validate a Calibration Session with performance as the data source, define the subjects, specify the calibration template, and ensure all subjects' review forms are at the calibration step in the route map." Explanation of Options:

- \* A. Correct: Subjects must be defined.
- \* B. Incorrect: Location is not a mandatory requirement for validation.
- \* C. Incorrect: Planned activation date is not required for validation.
- \* D. Correct: The calibration template must be specified.
- \* E. Correct: Forms must be at the calibration step.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Calibration Session Validation," Subsection: "Requirements" (Q3 2025).

## NEW QUESTION # 62

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date.

What settings do you need to make to ensure this takes place?

- A. Define the due date for the first step in the route map configuration in Form Template Settings.  
\* Select the "Automatic send on due date" option in Step 1 of the route map.
- B. Define the exit date for the first step in the route map configuration in Manage Route Maps.  
\* Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- **C. Define the due date for the first step in the route map configuration in Manage Route Maps.**  
\* **Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.**
- D. Define the start date for the first step in the route map configuration in Manage Route Maps.  
\* Select the "Enforce Start Date" option in Step 2 of the route map.

**Answer: C**

## NEW QUESTION # 63

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