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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q68-Q73):

NEW QUESTION # 68
A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What

should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In Form Template Settings, enable Allow form creator to select anyone as the subject.
- B. In RBP > General User Permission, grant permission to Create Forms.
- C. In Form Template Settings, change the Default Targets to HR Reports Only.
- D. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).

Answer: A,B

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To allow an HR representative to create performance forms for their HR reports only from the Performance tab:

* Option A: Grant the "Create Forms" permission in Role-Based Permissions (RBP) under General User Permission to allow form creation.

* Option C: In Form Template Settings, enable the "Allow form creator to select anyone as the subject" option to permit the HR representative to choose specific subjects (HR reports).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025):"To enable HR representatives to create forms from the Performance tab, grant the 'Create Forms' permission in RBP under General User Permission. Additionally, in Form Template Settings, enable the 'Allow form creator to select anyone as the subject' option to allow selection of specific employees, such as HR reports, as form subjects." Explanation of Options:

* A. Correct: The "Create Forms" permission in RBP is required for form creation.

* B. Incorrect: "Mass Create Form Instances" is for bulk form creation, not specific to individual HR reports.

* C. Correct: Enabling subject selection allows targeting HR reports.

* D. Incorrect: There is no "Default Targets to HR Reports Only" setting in Form Template Settings.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Form Creation Permissions," Subsection:

"RBP and Form Template Settings" (Q3 2025).

NEW QUESTION # 69

Your customer is using the latest experience for Performance Management forms. Which of the following section types can you move under the General Information group?

Note: There are 3 correct answers to this question.

- A. Introduction
- B. Summary
- C. Custom
- D. Employee Information
- E. Attribute

Answer: A,C,D

NEW QUESTION # 70

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self- assessment rating box.

Which of the following fields should you consider when defining field permissions for this section? Note: There are 2 correct answers to this question.

- A. item-cmt-rating
- B. item-rating
- C. user-item-cmt-rating
- D. subject-item-rating

Answer: A,B

NEW QUESTION # 71

When will ratings be displayed as a drop-down list? Note: There are 3 correct answers to this question.

- A. When showing numeric values
- C. When using rating scales below 5 points
- C. When using rating scales over 5 points
- D. When hiding numeric values
- E. When using matrix grid rating scales

Answer: C,D,E

NEW QUESTION # 72

Which of the following are supported actions for 360 Reviews that allow an administrator to manage in-progress forms?
Note: There are 2 correct answers to this question.

- A. Approve forms
- B. Restore completed forms
- C. Route forms to Signature Stage
- D. Mass decline/complete forms

Answer: B,D

NEW QUESTION # 73

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