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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q75-Q80):

### NEW QUESTION # 75

You are configuring hidden-threshold="2" for the Direct Report category.

What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

- A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
- B. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
- C. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.
- D. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: A,C

### NEW QUESTION # 76

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The cascade-update="regular" attribute in field-definition
- B. The allow-group-goal="true" attribute in obj-plan-template
- C. The cascade-update="push-down" attribute in field-definition
- D. The configurable="true" attribute in objective-sect

Answer: A

### NEW QUESTION # 77

Which of the following are applicable to the Employee Information section?

- A. Section content can be edited on the form.
- B. Elements CANNOT be reordered.
- C. Elements can be relabeled specifically per form template.
- D. Custom elements can be displayed.

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

The Employee Information section in performance forms supports:

- \* Relabeling elements per form template: Elements can be customized with specific labels.
- \* Displaying custom elements: Additional custom fields can be included.
- \* Editing section content: Users with appropriate permissions can edit content on the form.

Extract from SAP SuccessFactors Documentation:

\* SAP SuccessFactors Performance Management Guide (Q3 2025): "The Employee Information section allows elements to be relabeled specifically for each form template, supports the display of custom elements, and permits editing of section content by users with appropriate permissions. Elements can also be reordered as needed." Explanation of Options:

- \* A. Correct: Elements can be relabeled per form template.
- \* B. Correct: Custom elements can be displayed.
- \* C. Correct: Section content can be edited on the form.
- \* D. Incorrect: Elements can be reordered, contrary to the statement.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Employee Information Section," Subsection: "Configuration Options" (Q3 2025).

### NEW QUESTION # 78

What happens when you use Auto-Populate in the Goal Section of the Performance Management Form?

Note: There are 2 correct answers to this question.

- A. A goal deleted from the Goal Plan will still appear with a message "no longer exists on goal plan" in the Performance

Management Form

- B. A goal deleted from the Goal Plan will also be deleted from the Performance Management Form
- C. A goal added from the Goal Plan will NOT appear automatically in the Performance Management Form
- D. A goal edited from the Goal Plan will NOT be updated automatically in the Performance Management Form

Answer: C,D

#### NEW QUESTION # 79

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.

- A. Enable form routing to previous step
- B. Enable Delete button
- C. Disable Delete button
- D. Hide numeric rating values (only show text labels)

Answer: A,C

#### NEW QUESTION # 80

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