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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q78-Q83):

NEW QUESTION # 78

How are competencies populated in the competency section of a form? Note: There are 3 correct answers to this question.

- A. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- B. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.
- C. Users add competencies manually in the form when the section is `<configurable="true">`
- D. Administrators assign competencies to users from Admin Center.
- E. Managers assign Core Competencies to their direct reports from the Org Chart.

Answer: A,B,C

NEW QUESTION # 79

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

Answer: B,D,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 # 80

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Disable Delete button

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

Answer: A,D

NEW QUESTION # 81

Which of the following Detailed 360 Report views can you turn on from Form Template Settings? Note: There are 2 correct answers to this question.

- A. **Gap Analysis view**
- B. Graphical Summary view
- C. **Rank view**
- D. Hidden Strength and Blind Spot view

Answer: A,C

NEW QUESTION # 82

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

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

Answer: C,D,E

NEW QUESTION # 83

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