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

NEW QUESTION # 15

You need to convert a legacy goal plan template for compatibility with the latest version of Goal Management. Which of the following will occur?

Note: There are 3 correct answers to this question.

- A. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.

- B. The goal plan template you converted will retain its original <obj-plan-id>.
- C. The goal plan template CANNOT be converted if Group Goal data exists.
- D. The original goal plan template is deleted since it CANNOT be used anymore.
- E. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.

Answer: A,B,C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

When converting a legacy goal plan template to the latest version:

- * Cannot convert with Group Goal data: Group Goals are not supported in the latest version.
- * Original template renamed as Backup: The legacy template is preserved as read-only with a "Backup" suffix.
- * Retains original <obj-plan-id>: The converted template keeps its original ID.

Extract from SAP SuccessFactors Documentation:

- * SAP SuccessFactors Goal Management Guide (Q3 2025): "Converting a legacy goal plan template to the latest version is not possible if Group Goal data exists. The original template is renamed as <Original Name> Backup and set to read-only mode, while the converted template retains its original <obj-plan-id>."

Explanation of Options:

- * A. Correct: Group Goal data prevents conversion.
- * B. Incorrect: The original template is not deleted; it is renamed as Backup.
- * C. Incorrect: The <obj-plan-id> is not changed to a new value.
- * D. Correct: The original template is renamed as Backup.
- * E. Correct: The original <obj-plan-id> is retained.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Template Conversion," Subsection: "Legacy to Latest Version" (Q3 2025).

NEW QUESTION # 16

Your customer needs to set up a non-hierarchical permission for the HRBP role to allow for the creation of personal goals for employees in the US. How can you do this in the instance?

Note: There are 2 correct answers to this question.

- A. Include the EH role in the <create> permission in the Goal Plan XML template.
 D. Include a custom role in the <create> permission in the Goal Plan XML template.</create></create>
- B. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.
- C. Include Create Team Goals permission in the Goals category in RBP for the HRBP role.

Answer: B,C

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

Answer: A

NEW QUESTION # 18

Which of the following are considerations when you are converting legacy templates to the latest version? Note: There are 2 Answers to this Question :

- A. Any existing Group Goal data from the legacy template will be retained.
- B. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

- C. The background style for the status field is supported in both RGB and HEX.
- D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

Answer: B,D

NEW QUESTION # 19

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

Answer: A,D

NEW QUESTION # 20

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