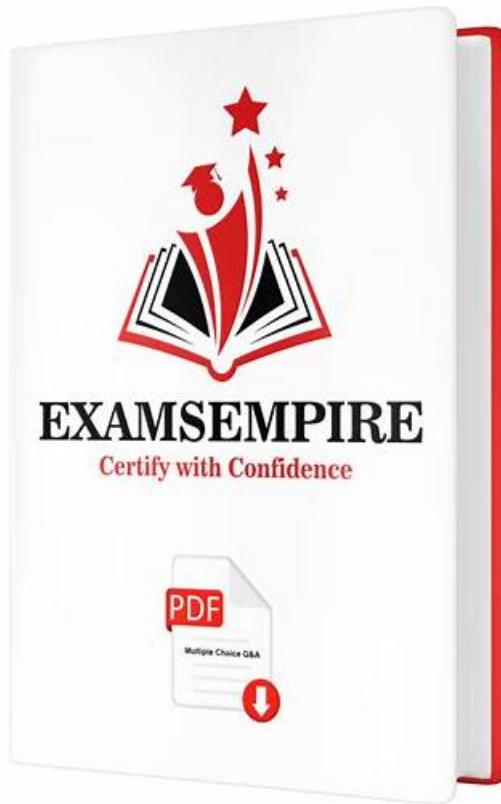


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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q54-Q59):

NEW QUESTION # 54

Where can you add and update translations for section name and description in a 360 Review form? Note: There are 2 correct answers to this question.

- A. In Manage Languages, by adding the Translations
- B. In the XML template, by referencing the msgkey
- C. In Manage Templates, by adding the msgkey
- D. In Manage Form Label Translations, by adding the Translations in a CSV file

Answer: B,D

NEW QUESTION # 55

In the Summary section with manual rating enabled, which of the following is considered a best practice to ensure a performance form will have a rating of record?

- A. Enable Allow Override Unrated and define Manual Overall Rating as a required field for all steps.
- B. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.
- C. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- D. Define the Section Comments field as a required field for the role providing the final rating (like EM).

Answer: C

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

To ensure a performance form has a rating of record in the Summary section with manual rating enabled, the best practice is to define the Manual Overall Rating as a required field for the role providing the final rating (e.g., EM - Employee's Manager).

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "To ensure a rating of record in the Summary section with manual rating enabled, define the Manual Overall Rating field as required for the role providing the final rating, such as the Employee's Manager (EM), to enforce rating completion." Explanation of Options:

- * A. Incorrect: "Allow Override Unrated" does not ensure a rating of record; it allows bypassing unrated sections.
- * B. Incorrect: Requiring the Section Comments field does not ensure a rating is provided.
- * C. Correct: Requiring the Manual Overall Rating field ensures a rating of record.
- * D. Incorrect: Enforce Maximum Overall Score (EMOS) sets score limits, not a requirement for rating completion.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Summary Section Configuration," Subsection: "Rating of Record Best Practices" (Q3 2025).

NEW QUESTION # 56

Which of the following transactions related to Performance and Goals can be completed with Joule?

Note: There are 3 correct answers to this question.

- A. View performance review forms
- B. Assess team performance
- C. Add comments to performance goals
- D. View competency ratings
- E. Launch performance review forms

Answer: A,B,D

NEW QUESTION # 57

How are skills populated in the attribute section of a form?

Note: There are 3 correct answers to this question.

- A. Skills mapped to the users' job roles are visible in the Job Specific Attribute section.
- B. Managers assign skills to their direct reports from the Org Chart.
- C. Administrators assign skills to users from Admin Center.
- D. Skills are hard-coded in the Custom Attribute section.
- E. Users add skills manually to the form when the section is `<configurable="true">`.

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation From Exact Extract:

Skills in the attribute section of a performance form can be populated as follows:

- * Administrators assign skills: Done via Admin Center for specific users.
- * Users add skills manually: If the section is configured as `<configurable="true">`.
- * Skills mapped to job roles: Appear in the Job Specific Attribute section based on Talent Intelligence Hub mappings.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "Skills can be populated in the attribute section by administrators assigning skills in Admin Center, users manually adding skills when `<configurable="true">` is set, and skills mapped to job roles appearing in the Job Specific Attribute section via Talent Intelligence Hub configurations." Explanation of Options:

- * A. Correct: Administrators can assign skills in Admin Center.
- * B. Correct: Users can add skills if the section is configurable.
- * C. Incorrect: Skills are not hard-coded in the Custom Attribute section.
- * D. Incorrect: Managers do not assign skills via the Org Chart.
- * E. Correct: Job role-mapped skills appear in the Job Specific Attribute section.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Attribute Section Configuration," Subsection: "Skill Population" (Q3 2025).sap.com

NEW QUESTION # 58

An employee is assigned a new manager during a 360 Review in-progress evaluation, and the old manager is the Process Owner. Where can an administrator enable the option to ensure the new manager is designated as the Process Owner for the ongoing review?

- A. In 360 Review form > Add Approver
- B. In Configure Change Engine
- C. In Automatic Manager Transfer tool
- D. In Form Template Settings

Answer: D

NEW QUESTION # 59

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