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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q74-Q79):

NEW QUESTION # 74

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

Answer: A,C,D

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 # 75

Which of the following feedback data can you use as a source to generate AI-Assisted Insights in Performance forms?

Note: There are 3 correct answers to this question.

- A. Data from Comments on Development Goals
- B. Data from Comments on Performance forms
- C. Data from Get Feedback
- D. Data from Ask for Feedback
- E. Data from Continuous Feedback

Answer: B,D,E

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
AI-Assisted Insights in Performance forms leverage specific feedback data sources to generate actionable insights. According to the SAP SuccessFactors documentation, the supported sources include:
* Comments on Performance forms: Textual comments provided in performance forms.
* Continuous Feedback: Feedback collected through the Continuous Performance Management (CPM) module.
* Ask for Feedback: Feedback collected via the Ask for Feedback feature.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"AI-Assisted Insights can be generated from feedback data sourced from Comments on Performance forms, Continuous Feedback in the CPM module, and responses collected via the Ask for Feedback feature. These sources provide rich textual data for AI analysis to produce meaningful insights." Explanation of Options:
* A. Correct: Comments on Performance forms are a valid source for AI-Assisted Insights.
* B. Correct: Continuous Feedback is supported for AI analysis.
* C. Correct: Ask for Feedback responses are included as a data source.
* D. Incorrect: Comments on Development Goals are not explicitly supported for AI-Assisted Insights.
* E. Incorrect: "Get Feedback" is not a recognized feature in SAP SuccessFactors for AI-Assisted Insights.

Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Supported Data Sources" (Q3 2025).

NEW QUESTION # 76
You would like to use AI-Assisted Insights in Performance Management forms. What are the requirements to use this capability in addition to an SAP AI Units license?
Note: There are 3 correct answers to this question.

- A. Define a Manager single step in the Route Map associated to the form template
- B. Enable the feature from Provisioning > Company Settings and grant permissions from AI Access category to the required role
- C. Enable the feature from Admin Center and grant permissions from AI Access category to the required role
- D. Define a collaborative step in the Route Map including Manager and HR Rep
- E. Enable Assisted Performance Insights for Manager Review in Form Template Settings

Answer: A,C,E

Explanation:
Comprehensive and Detailed Explanation From Exact Extract:
To use AI-Assisted Insights in Performance Management forms, in addition to an SAP AI Units license, the following are required:
* Enable in Admin Center and grant AI Access permissions: The feature must be activated, and roles need appropriate permissions.
* Manager single step in Route Map: A step involving the manager is required for insights generation.
* Enable Assisted Performance Insights in Form Template Settings: This setting enables the feature for specific forms.
Extract from SAP SuccessFactors Documentation:
* SAP SuccessFactors Performance Management Guide (Q3 2025):"To enable AI-Assisted Insights, administrators must activate the feature in Admin Center and grant permissions via the AI Access category. A Manager single step must be defined in the Route Map, and the Assisted Performance Insights option must be enabled in Form Template Settings." Explanation of Options:
* A. Correct: Enabling in Admin Center and granting AI Access permissions is required.
* B. Incorrect: Provisioning is not used for this feature; Admin Center is the correct location.
* C. Correct: A Manager single step is required in the Route Map.
* D. Incorrect: A collaborative step with Manager and HR Rep is not required.
* E. Correct: Enabling Assisted Performance Insights in Form Template Settings is necessary.
Reference:
SAP SuccessFactors Performance Management Guide, Section: "AI-Assisted Insights," Subsection:
"Configuration Requirements" (Q3 2025).

NEW QUESTION # 77
Which of the following applies to the Employee Information section?

- A. New elements will become visible in the display options in Manage Templates.
- B. Elements CANNOT be reordered.
- C. Custom elements can be included.
- D. First Name and Last Name CANNOT be removed.

Answer: D

NEW QUESTION # 78
What can you do in the Feedback Received tab in Continuous Feedback? Note: There are 2 correct answers to this question.

- A. Filter to only show feedback with a linked achievement.
- B. Filter to only show feedback with a linked activity.
- C. Decline a feedback request.
- D. Access the profile card to drill down into employee details.

Answer: B,C

NEW QUESTION # 79

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