

SAP.C-THR82-2505.v2026-03-13.q65

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NEW QUESTION: 1

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.
- B. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

Your customer is using the Talent Intelligence Hub framework to manage the attribute types, such as competencies and skills.

Which of the following actions can an administrator complete from Manage Talent Intelligence Hub? Note:

There are 3 correct answers to this question.

- A. Categorize Attributes using Tags
- B. Assign Rating History Type to form templates
- C. Import Attribute Libraries
- D. Map Skills to Job Roles
- E. Set up a Proficiency Rating Scale

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 3

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- A. item-cmt-rating
- B. user-item-cmt-rating
- C. subject-item-rating
- D. item-rating

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 4

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. Hide numeric rating values (only show text labels)
- C. Enable Delete button
- D. Disable Delete button

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 5

Your customer is using the latest experience for Performance Management forms. Which of the following section types can you move under the General Information group?

Note: There are 3 correct answers to this question.

- A. Custom
- B. Introduction
- C. Summary
- D. Employee Information
- E. Attribute

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 6

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

- B. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.

- C. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.

- D. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.</max-goals></max-weight></max-goals-per-category></max-weight></min-goals></max-weight></min-goals></weight-total>

Answer: D (LEAVE A REPLY)

Comprehensive and Detailed Explanation From Exact Extract:

Warnings in a goal plan typically indicate that configured limits are not met. The warning in this case suggests that the total weight of goals exceeds <max-weight> (set to 100) or the number of goals exceeds

<max-goals> (set to 5) for the entire goal plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "Warnings in the goal plan are triggered when the total weight exceeds the <max-weight> limit (e.g., 100) or the number of goals exceeds the <max-goals> limit (e.g., 5) defined for the entire goal plan."

Explanation of Options:

- * A. Incorrect: <weight-total> is not a standard attribute; <max-weight> is used.
- * B. Incorrect: <min-goals> is not typically paired with <max-weight> for warnings.
- * C. Incorrect: <max-goals-per-category> applies to categories, not the entire plan.
- * D. Correct: <max-weight> of 100 and <max-goals> of 5 are the correct limits triggering the warning.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Goal Plan Warnings," Subsection: "Limit Configurations" (Q3 2025).

NEW QUESTION: 7

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 2 correct answers to this question.

- A. Enable Development Plan Integration
- B. Recall enabled
- C. Show section weights
- D. Lock down section weights

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 8

Your customer wants to modify the description of a competency in their library. Where can you make this change?

Note: There are 3 correct answers to this question.

- A. In the performance form template XML
- B. In Provisioning Company Settings
- C. In Manage Competencies
- D. In the CSV file downloaded from the competency library
- E. In Provisioning → Managing Competencies and Skills → Competency Libraries

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

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. Define the Section Comments field as a required field for the role providing the final rating (like EM).

- C. Define Manual Overall Rating as a required field for the role providing the final rating (like EM).
- D. Enable Enforce Maximum Overall Score (EMOS) to define a rule to enforce that an overall score is populated in the form.

Answer: C (LEAVE A REPLY)

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: 10

Which of the following apply to the Rater section? Note: There are 2 correct answers to this question.

- A. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
- B. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.
- C. Custom roles CANNOT be included as participants.
- D. Categories can always be removed if the user has permissions to edit the section.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 11

How can you set up rating scales in your performance form template? Note: There are 2 correct answers to this question.

- A. You can assign more than one rating scale to your ratable sections.
- B. You can change the rating scale on live forms.
- C. You can set a rating scale in a custom section.
- D. You can set a main rating scale from General Settings.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 12

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight-per-obj
- B. max-weight
- C. min-weight-per-obj
- D. min-goals

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 13

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Manage Users
- B. In Employee Import
- C. In Configure Employee Files
- D. In Manage Job Roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

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 Create Team Goals permission in the Goals category in RBP for the HRBP role.
- C. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 15

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Select the Convert button once you set the new status to achieve the goal.
- B. Set the new status as the default field value to achieve the goal.
- C. Set the new status to trigger goal completion.
- D. Select the Refresh button once you set the new status to achieve the goal.

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 16

You are planning to use rating-opt="1" for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box.

Which of the following fields should you consider when defining field permissions for this section?

Note:

There are 2 correct answers to this question.

- A. subject-item-rating
- B. user-item-cmt-rating
- C. item-rating
- D. item-cmt-rating

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

What happens when you define a Calibration Session owner during the session setup?

- A. The owner can define export permissions for the session.
- B. The session creator can assign only one owner.
- C. The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- D. The owner can view their calibration data on the Executive Review tab.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

Which of the following roles are supported in 360 Reviews for the default rater population field?

Note: There are 3 correct answers to this question.

- A. Custom Manager (EC)
- B. All Matrix Managers (EP)
- C. All Level Manager (EM+)
- D. Peer (EMD)
- E. Direct Report (ED)

Answer: B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 19

What are some end user capabilities of the latest version of Goal Management?

Note: There are 3 correct answers to this question.

- A. Managers can copy personal goals on behalf of their direct reports.
- B. Employees can search for inactive users in the People Selector.
- C. Users can manage Milestones for personal and team goals.
- D. Goals can be imported or exported directly from a Goal Plan.
- E. Goals can be created using the SMART Goal Wizard.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

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 goal plan template CANNOT be converted if Group Goal data exists.
- B. The original goal plan template is deleted since it CANNOT be used anymore.
- C. The goal plan template you converted will get a new <obj-plan-id> between 1 - 1000.
- D. The original goal plan template will be renamed as <Original Name> Backup and available in read-only mode.
- E. The goal plan template you converted will retain its original <obj-plan-id>.

Answer: **A,D,E** ([LEAVE A REPLY](#))

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: 21

A manager is giving continuous feedback to an employee using Generative AI. Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario?

Note: There are 2 correct answers to this question.

- A.** The manager can use AI to change the tone of the writing and make it personable.
- B.** The manager can use AI to link the feedback given to a specific activity.
- C.** The manager can use AI to add an attachment to the feedback that was given.
- D.** The manager can use AI to make the feedback actionable.

Answer: A,D (LEAVE A REPLY)

Comprehensive and Detailed Explanation From Exact Extract:

AI-Assisted Writing in Continuous Performance Management supports:

- * Changing the tone: Making feedback more personable or professional.
- * Making feedback actionable: Suggesting actionable steps or improvements.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Continuous Performance Management Guide (Q3 2025): "AI-Assisted Writing in CPM allows managers to change the tone of feedback to be more personable or professional and to make feedback actionable by suggesting specific steps or improvements."

Explanation of Options:

- * A. Correct: AI can adjust the tone of feedback.
- * B. Incorrect: Linking feedback to activities is a manual action, not AI-assisted.
- * C. Incorrect: Adding attachments is not an AI-assisted feature.
- * D. Correct: AI can make feedback actionable.

Reference:

SAP SuccessFactors Continuous Performance Management Guide, Section: "AI-Assisted Writing," Subsection: "Feedback Capabilities" (Q3 2025).

NEW QUESTION: 22

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A.** Integrate clean core practices in the end-to-end value process chain.
- B.** Establish regular housekeeping tasks and procedures.
- C.** Define roles and responsibilities as part of a process transformation office.
- D.** Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E.** Establish release management.

Answer: (SHOW ANSWER)

NEW QUESTION: 23

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

- A. The background style for the status field is supported in both RGB and HEX.
- B. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- C. Any existing Group Goal data from the legacy template will be retained.
- D. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date.

What settings do you need to make to ensure this takes place?

- A. Define the start date for the first step in the route map configuration in Manage Route Maps.
*Select the "Enforce Start Date" option in Step 2 of the route map.
- B. Define the due date for the first step in the route map configuration in Form Template Settings.
*Select the "Automatic send on due date" option in Step 1 of the route map.
- C. Define the due date for the first step in the route map configuration in Manage Route Maps.
*Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- D. Define the exit date for the first step in the route map configuration in Manage Route Maps.
*Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

Where can you associate a route map with a performance form template?

Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Advanced Settings
- B. Manage Route Maps > Related Templates
- C. Manage Templates > General Settings
- D. Manage Templates > General Settings > Show advanced options

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- A. Define <obj-plan-states> in the goal plan template XML.
- B. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML

- C. Add the "obj-edit" in a performance form template XML.
- D. Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- E. Configure the <plan-layout> to include switch buttons.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

What are some end user capabilities of Goal Management? Note: There are 3 correct answers to this question.

- A. A CSV header can be generated from the Goal Plan directly in the latest version of Goal Management.
- B. New and previous values of the changed fields are logged in the Audit History.
- C. Personal Goals, up to 10 at a time, can be added from a Goal Library.
- D. Users can manage Milestones for personal and team goals.
- E. Spell Check can be used in text and textarea fields.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">  
<role-name><![CDATA[EM+]]></role-name>  
</permission>
```

- A. A manager can cascade a goal from their direct report's goal plan.
- B. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- C. A manager can cascade goals to their manager's goal plan.
- D. A manager can cascade goals to all employees in their reporting chain.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 29

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.

- A. The Confirm 1:1 Meeting button, to send a form to the signature step without opening it
- B. The Stack Ranker, to evaluate competencies and skills for their direct reports
- C. The Ask for Feedback button, to send an e-mail to internal or external users
- D. The Get Feedback feature, to collect additional comments on the form
- E. The Stack Ranker, to evaluate objectives and skills for their direct reports

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 30

If you are using distribution guidelines in calibration, where are they visible? Note: There are 3 correct answers to this question.

- A. Dashboard view
- B. Matrix Grid view
- C. Executive review
- D. List view
- E. Bin view

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 31

Which of the following are valid end user actions in Continuous Performance Management (CPM)? Note: There are 3 correct answers to this question.

- A. Provide coaching advice to your direct report in the 1:1 meeting.
- B. Add your own meeting notes to assist with the 1:1 meeting.
- C. Send a channel invitation to your colleague to have regular 1:1 meetings.
- D. Create a new development goal from your activities view.
- E. Add attachments to one of your activities.

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 32

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

Answer: A,D,E ([LEAVE A REPLY](#))

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: 33

What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management?

Note: There are 3 correct answers to this question.

- A.** Give the direct manager permission to access the employee's goal plan template in Role-Based Permissions.
- B.** Define <obj-plan-states> in the goal plan template XML.
- C.** Add the "obj-edit" in a performance form template XML.
- D.** Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML.
- E.** Configure the <plan-layout> to include switch buttons.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.

- A.** Enable 360 Drilldown Permission.
- B.** Enable Participant names on 360.
- C.** Enable enhanced Detailed 360 Report anonymity.
- D.** Enable anonymity in the 360 reporting functions.

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 35

Which of the following are available configurations in Manage Route Maps?

Note: There are 2 correct answers to this question.

- A. Enforce Start Date
- B. Hide Route Map on the Form
- C. Step Exit Reminder
- D. Modify Form Route Map

Answer: A,C (LEAVE A REPLY)

Comprehensive and Detailed Explanation From Exact Extract:

InManage Route Maps, administrators can configure specific settings to control the behavior of performance form routing. The available configurations include:

- * Enforce Start Date: Ensures that forms adhere to a defined start date for routing steps.
- * Step Exit Reminder: Configures reminders for users to complete their actions before a step exits.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Configuration Guide (Q3 2025): "In Manage Route Maps, administrators can configure settings such as Enforce Start Date to control when a route map step begins and Step Exit Reminder to send notifications to users to complete their actions before the step deadline." Explanation of Options:

- * A. Correct: Enforce Start Date is a valid configuration in Manage Route Maps.
- * B. Incorrect: Hiding the Route Map on the form is not a configuration option in Manage Route Maps; it is controlled in Form Template Settings.
- * C. Correct: Step Exit Reminder is a supported configuration.
- * D. Incorrect: "Modify Form Route Map" is not a specific configuration option; it refers to the general action of editing the route map.

Reference:

SAP SuccessFactors Performance Management Configuration Guide, Section: "Managing Route Maps," Subsection: "Configuration Options" (Q3 2025).

NEW QUESTION: 36

What action does the following XML code allow a manager to perform from their goal plan?

```
<permission for="cascade-push">
<role-name><![CDATA[EM+]]></role-name>
</permission>
```

- A. A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
- B. A manager can cascade goals to their manager's goal plan.
- C. A manager can cascade a goal from their direct report's goal plan.
- D. A manager can cascade goals to all employees in their reporting chain.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 37

A manager is giving feedback to an employee using Generative AI.

Which of the following outputs can be retrieved by the AI-Assisted Writing in this scenario? Note:
There are

2 correct answers to this question.

- A. The manager can use AI to link the feedback given to a specific activity.
- B. The manager can use AI to change the tone of the writing and make it personable.
- C. The manager can use AI to add an attachment to the feedback that was given.
- D. The manager can use AI to make the feedback actionable.

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 38

What is the purpose of the user-defined step in a single-step route map?

- A. To assign the form to a group of people
- B. To make sure the form comes back to the user's inbox at the end of the workflow
- C. To ensure all performance forms are routed to the same user in that step
- D. To split the sections of the form and send each of them to different users for validation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 39

Which of the following are considerations when you are converting legacy templates to the latest version?

- A. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.
- B. The background style for the status field is supported in both RGB and HEX.
- C. Any existing Group Goal data from the legacy template will be retained.
- D. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 40

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session?

Note: There are 2 correct answers to this question.

- A. When subjects with comments from the current session are NOT marked as discussed.
- B. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- C. When distribution guidelines are enforced but NOT met within the calibration session.
- D. When any of the views in the session include unrated subjects.

Answer: B,C ([LEAVE A REPLY](#))

Comprehensive and Detailed Explanation From Exact Extract:

A facilitator cannot finalize a calibration session if:

* Rank column required but not completed: If the rank column is mandatory and some subjects are unranked in Bin view.

* Distribution guidelines enforced but not met: If guidelines are mandatory and the distribution does not comply.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Calibration Configuration Guide (Q3 2025): "A calibration session cannot be finalized if the rank column is set as required and some subjects are unranked in the Bin view or if enforced distribution guidelines are not met within the session." Explanation of Options:

* A. Incorrect: Unmarked comments do not prevent session finalization.

* B. Correct: Unranked subjects with a required rank column prevent finalization.

* C. Correct: Non-compliant distribution guidelines prevent finalization.

* D. Incorrect: Unrated subjects do not always prevent finalization unless specifically configured.

Reference:

SAP SuccessFactors Calibration Configuration Guide, Section: "Finalizing Calibration Sessions," Subsection:

"Restrictions" (Q3 2025).

NEW QUESTION: 41

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating. Where can the customer do this?

Note: There are 2 correct answers to this question.

A. In Manage Templates > Choose an alternate label for the rating field

B. In XML <calc-summary-rating-label>

C. In XML <overall-rating-label>

D. In XML <calc-rating-label>

Answer: (SHOW ANSWER)

NEW QUESTION: 42

What can you do with the Import Performance Goals feature?

Note: There are 3 correct answers to this question.

A. Delete goal comments

B. Delete goals

C. Transfer existing goals between employees

D. Assign team goals

E. Update goals

Answer: B,C,E (LEAVE A REPLY)

Comprehensive and Detailed Explanation From Exact Extract:

The Import Performance Goals feature allows administrators to:

* Delete goals: Remove existing goals via import.

* Transfer goals between employees: Move goals from one employee to another.

* Update goals: Modify existing goal attributes through the import process.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Import Performance Goals feature enables administrators to delete existing goals, transfer goals between employees, and update goal attributes using a properly formatted import file." Explanation of Options:

- * A. Incorrect: Deleting goal comments is not supported by the Import Performance Goals feature.
- * B. Correct: Deleting goals is a supported action.
- * C. Correct: Transferring goals between employees is supported.
- * D. Incorrect: Assigning team goals is not part of the Import Performance Goals feature.
- * E. Correct: Updating goals is supported.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Import Performance Goals," Subsection: "Supported Actions" (Q3 2025).

NEW QUESTION: 43

In your goal plan, you notice some warnings as shown in the screenshot.

The screenshot displays the SAP SuccessFactors Performance Goal Plan interface. At the top, it shows 'Performance Goal' and 'Development Goal' tabs. The main heading is 'Performance Goal Plan' for the period 'Jan 1, 2024 - Dec 31, 2024'. Below this, there are statistics: '8 Goals' (with a plus icon), '1', '5', '1', and '1'. On the right, it shows '165%' Weight (Total). A 'Suggestions' dropdown menu is open, displaying two warnings: 'It's recommended that you create at most 5 goals.' and 'The recommended maximum total goal weight is 100%. (Current: 165%)'. Below the suggestions, there are three goal cards. The first card is 'Meet response time goals for providing legal advice to internal departments' with a due date of 'Dec 31, 2024', '60%' completion, and 'On Track' status. The second card is 'Develop/update compliance training materials to meet legal requirements imposed by regulation by...' with a due date of 'Aug 31, 2023', '50%' completion, and 'Completed' status. The third card is 'Ensure that each employee's individual goal plan is completed by end of the year' with a due date of 'Dec 31, 2024', '0%' completion, and 'On Track' status. A large 'SAP' logo is overlaid on the bottom right of the screenshot.

What do these warnings mean?

- A. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- C. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- D. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

Which of the following apply to Activity Linking in Continuous Performance Management?

Note: There are 2 correct answers to this question.

- A.** Goals from unconverted legacy templates can be linked to activities.
- B.** Activities can be linked to a maximum of 20 Performance and 20 Development Goals from any template.
- C.** Activities can only be linked to Performance and Development Goals from default templates.
- D.** The Create Activity quick action on the home page allows to link to a maximum of 5 goals.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 45

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

Comprehensive and Detailed Explanation From Exact Extract:

Translations for section names and descriptions in a 360 Review form can be managed in two ways:

- * Option A: By referencing the msgKey in the XML template, translations can be defined and linked to specific section names and descriptions.
- * Option B: In Manage Form Label Translations, translations can be uploaded via a CSV file, allowing bulk updates for multiple languages.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors 360 Reviews Configuration Guide (Q3 2025): "Translations for section names and descriptions in 360 Review forms can be managed by defining msgKey attributes in the form template XML, which reference localized strings. Alternatively, administrators can use the Manage Form Label Translations tool to upload translations via a CSV file for efficient management of multiple languages." Explanation of Options:

- * A. Correct: The msgKey in the XML template is used to reference translations.
- * B. Correct: The Manage Form Label Translations tool supports CSV uploads for translations.
- * C. Incorrect: Manage Languages is used for enabling languages in the system, not for adding specific translations for form sections.
- * D. Incorrect: Manage Templates allows configuration of the form but does not directly support adding msgKey for translations.

Reference:

SAP SuccessFactors 360 Reviews Configuration Guide, Section: "Localization and Translations,"
Subsection:
"Managing Form Translations" (Q3 2025).

NEW QUESTION: 46

Which of the following are unique Edit Form Attributes options in 360 Reviews? Note: There are 2 correct answers to this question.

- A. Enable Development Plan Integration
- B. Lock down section weights
- C. Show section weights
- D. Recall enabled

Answer: A,D ([LEAVE A REPLY](#))

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NEW QUESTION: 47

Which of the following roles are supported in 360 Reviews for the default rater population field?
Note: There are 3 correct answers to this question.

- A. All Level Manager (EM+)
- B. All Matrix Managers (EP)
- C. Peer (EMD)
- D. Custom Manager (EC)
- E. Direct Report (ED)

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 48

Where can you associate a route map with a performance form template? Note: There are 2 correct answers to this question.

- A. Manage Templates > General Settings > Advanced Settings
- B. Manage Templates > General Settings
- C. Manage Route Maps > Related Templates
- D. Manage Templates > General Settings > Show advanced options

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 49

What are the Dynamic Team members able to achieve when OKR functionality is enabled?

Note: There are 2 correct answers to this question.

- A. Add up to 8 key results for each objective
- B. Create objective statuses
- C. Define the role of other people on the team
- D. Add or remove contributors to a key result

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 50

Which of the following limits are enforced in the Goal Plan template?

Note: There are 2 correct answers to this question.

- A. max-weight
- B. max-weight-per-obj
- C. min-goals
- D. min-weight-per-obj

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 51

What is the purpose of the user-defined step in a single-step route map?

- A. To ensure all performance forms are routed to the same user in that step
- B. To assign the form to a group of people
- C. To split the sections of the form and send each of them to different users for validation
- D. To make sure the form comes back to the user's inbox at the end of the workflow

Answer: A ([LEAVE A REPLY](#))

Comprehensive and Detailed Explanation From Exact Extract:

The user-defined step in a single-step route map ensures that all performance forms are routed to a specific user (or role) defined in that step.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Performance Management Guide (Q3 2025): "A user-defined step in a single-step route map ensures that all performance forms are routed to the same user or role specified in the step, streamlining the review process." Explanation of Options:

- * A. Correct: The step routes forms to a specific user or role.
- * B. Incorrect: Assigning to a group is not the purpose of a single-step route map.
- * C. Incorrect: Splitting sections is not supported in a single-step route map.
- * D. Incorrect: Returning to the user's inbox is not the purpose of this step.

Reference:

SAP SuccessFactors Performance Management Guide, Section: "Route Map Configuration," Subsection:

"User-Defined Step" (Q3 2025).

NEW QUESTION: 52

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. Hide numeric rating values (only show text labels)
- D. Disable Delete button

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 53

What can you do in Form Template Settings?

Note: There are 2 correct answers to this question.

- A. Upload an XML file in order to create a new template.
- B. Upload an XML file in order to update an existing template.
- C. Download the latest XML file of a template.
- D. Delete a template.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

A manager is rating a performance form on a section using Rating Option 2, so two rating fields are displayed.

Which configuration is available to remove the redundant rating field while keeping the unofficial ratings visibility in the Ratings from Others tab?

- A. Remove others-rating-tab-item-permission and include tab-item refid="item-rating"
- B. Remove item-cmt-rating permission to hide the Unofficial User Rating
- C. Remove user-item-cmt-rating permission to hide the Unofficial User Rating
- D. Remove subject-item-rating permission to hide the Employee Rating

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

You want to create a goal plan template. Which of the following methods are recommended?

Note: There are 3 correct answers to this question.

- A. Download a template from the SuccessStore.
- B. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
- C. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
- D. Copy an existing goal plan and save as a new version in Manage Templates.
- E. Download a template from the Software Download Center.

Answer: A,C,D ([LEAVE A REPLY](#))

Comprehensive and Detailed Explanation From Exact Extract:

Recommended methods for creating a goal plan template include:

- * Downloading from SuccessStore: Provides pre-configured templates.
- * Copying and modifying XML in Manage Templates: Allows customization of an existing template.
- * Copying and saving as a new version in Manage Templates: Creates a new version of an existing plan.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "To create a goal plan template, administrators can download a template from the SuccessStore, copy an existing goal plan XML and modify the plan ID for import in Manage Templates, or copy an existing goal plan and save it as a new version in Manage Templates." Explanation of Options:

- * A. Correct: SuccessStore templates are recommended.
- * B. Correct: Copying and importing in Manage Templates is supported.
- * C. Incorrect: Provisioning is used for system-level configurations, not template imports.
- * D. Correct: Saving as a new version in Manage Templates is valid.
- * E. Incorrect: Software Download Center is not a source for goal plan templates.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Creating Goal Plan Templates,"

Subsection:

"Recommended Methods" (Q3 2025).

NEW QUESTION: 56

Which of the following are available rating styles in the latest experience of Performance Management forms?

Note: There are 3 correct answers to this question.

- A. Circle
- B. Radio
- C. Slider
- D. Stars
- E. Dropdown

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 57

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

Answer: A,B,C (LEAVE A REPLY)

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: 58

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals?

Note: There are 3 correct answers to this question.

- A. comments
- B. state
- C. milestones
- D. desc
- E. metric

Answer: C,D,E (LEAVE A REPLY)

Comprehensive and Detailed Explanation From Exact Extract:

The Assisted Performance Goals feature, which leverages Generative AI, supports the following standard field IDs in the Goal Plan template:

- * milestones: Allows AI to generate milestone-based progress tracking.
- * desc: Supports AI-generated goal descriptions.
- * metric: Enables AI to define measurable metrics for goals.

Extract from SAP SuccessFactors Documentation:

* SAP SuccessFactors Goal Management Guide (Q3 2025): "The Assisted Performance Goals feature, powered by Generative AI, supports standard field IDs such as milestones, desc, and metric in the Goal Plan template to generate structured and measurable goals." Explanation of Options:

- * A. Incorrect: The comments field is not supported for AI-assisted goal creation.
- * B. Incorrect: The state field is for goal status and not AI-supported.
- * C. Correct: milestones is supported for AI-generated milestones.
- * D. Correct: desc is supported for goal descriptions.
- * E. Correct: metric is supported for defining measurable outcomes.

Reference:

SAP SuccessFactors Goal Management Guide, Section: "Assisted Performance Goals," Subsection: "Supported Field IDs" (Q3 2025).

NEW QUESTION: 59

As an administrator, you noticed there are in-progress forms for inactive users that were NOT removed automatically. Which actions should you take to update these specific in-progress forms?

Note: There are 2 correct answers to this question.

- A.** Use Modify Form Route Map to complete the forms.
- B.** Deselect the option Do Not Remove Inactive Employee's In-Progress Documents on the form template.
- C.** Use the Route Forms tool to complete the forms.
- D.** Run a Scheduled Job to Auto-Complete Inactive Users' Forms.

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 60

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session? Note: There are 2 correct answers to this question.

- A.** You can select additional fields to be displayed in the results table, in addition to the default search result fields.
- B.** You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
- C.** You can select custom filters to be used in people search when you set up a Calibration Session.
- D.** You can select Filter fields for the filter function across all views in the Calibration Session.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 61

Which of the following are valid end user actions in Continuous Performance Management (CPM)?

Note: There are 3 correct answers to this question.

- A. Create a new development goal from your activities view.
- B. Add your own meeting notes to assist with the 1:1 meeting.
- C. Add attachments to one of your activities.
- D. Send a channel invitation to your colleague to have regular 1:1 meetings.
- E. Provide coaching advice to your direct report in the 1:1 meeting.

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 62

Where can you add and update translations for the section name and description in a 360 Review form?

Note: There are 2 correct answers to this question.

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 63

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- A. The administrator can only delete feedback given in the last three months.
- B. The administrator can delete only feedback given or received by active users.
- C. The administrator CANNOT restore feedback once the feedback is deleted.
- D. The administrator can access all information, including feedback content from others.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 64

In which of the following circumstances will a facilitator NOT be able to finalize a calibration session? Note:

There are 2 correct answers to this question.

- A. When subjects with comments from the current session are NOT marked as discussed.
- B. When distribution guidelines are enforced but NOT met within the calibration session.
- C. When rank column is set as required and some subjects are NOT ranked in the Bin view.
- D. When any of the views in the session include unrated subjects.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 65

In which of the following areas can users Generate AI Insights from the Detailed 360 Report?

Note: There are 2 correct answers to this question.

- A. View All Comments link
- B. Graphical Summary view
- C. Gap Analysis view
- D. Hidden Strength and Blind Spot view

Answer: A,B ([LEAVE A REPLY](#))

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