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SAP Certified Associate - SAP SuccessFactors Performance and Goals 2H/2023

Questions & Answers PDF

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Question: 1

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. Show section weights
- C. Lock down section weights
- D. Recall enabled

Answer: C, D

Question: 2

You are editing the global settings in the goal plan template GMv12 version. The following settings are made: share-confirm="true" and unshare-confirm="true". How would you expect the system to behave?

- A. When you share/unshare a team goal with another manager, a notification appears.
- B. When the goal completion is set to 100%, a notification appears.
- C. When you change the visibility of a goal, a notification appears.
- D. When the visibility of a goal is set to private, a notification does NOT appear.

Answer: A

Question: 3

What is the purpose of the Coaching Advisor/Give Advice functionality? Note: There are 2 correct answers to this question.

- A. To give a user guidance to create SMART goals
- B. To give a user information on how to strengthen a competency
- C. To give a user developmental suggestions
- D. To give a user an overall performance rating based on calculations

Answer: B, C

Question: 4

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

Answer: C, D

Question: 5

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

Answer: A, B, C

Question: 6

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

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

Answer: A, B, C

Question: 7

Which features can be enabled and disabled in the Continuous Performance Management Configuration page for the latest version of continuous performance management (CPM)? Note: There are 3 correct answers to this question.

- A. Add activities.
- B. Support multiple roles.
- C. Provide discussion topics.
- D. Access the Delete Continuous Feedback page.
- E. Prevent feedback deletion by users.

Answer: B, C, E

Question: 8

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 can access all information, including feedback content from others.
- D. The administrator CANNOT restore feedback once the feedback is deleted.

Answer: B, D

Question: 9

Which of the following can a manager use from the Team Overview tab? Note: There are 3 correct answers to this question.

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

Answer: B, C, D

Question: 10

What issues can you face if the Goal Management-Performance Management Sync Up option is NOT enabled?

Note: There are 2 correct answers to this question.

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- A. The list of assigned competencies might be outdated after a change of job code if performance forms have NOT been opened.
 - B. A goal in a performance management form that is in progress will be outdated if the goal is edited from the Goal Plan.
 - C. Performance management reports might include expired Goal Management data if performance forms have NOT been opened since the last modification from Goal Management.
 - D. If the performance form has NOT been opened since the last modification coming from Goal Management, the form that might be used by Variable Pay will include outdated Goal Management data.

Answer: B, C



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