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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals

Questions&AnswersPDF

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Latest Version: 7.1

Question: 1

You are configuring hidden-threshold="2" for the Direct Report category. What can happen when the subject of the form has only one direct report in the list of raters? Note: There are 2 correct answers to this question.

A. The hidden-threshold attribute can cause the direct report category to be dropped from the Detailed 360 Report.
B. The hidden-threshold attribute can cause an error message to be displayed with the number of users in the direct report category.
C. The hidden-threshold attribute can cause a message to be displayed that states the minimum is NOT met for the direct report category.
D. The hidden-threshold attribute can cause the Direct Report category to roll up with another category in the Detailed 360 Report.

Answer: A, D

Question: 2

A user who is NOT defined in the route map needs to provide both ratings and comments in the performance review. Which of the following are required to achieve this? Note: There are 2 correct answers to this question.

A. The user should have access to Subject Rating.
B. The Disable Ask for Edit Routing option should be disabled.
C. The user should have access to Unofficial User Rating.
D. The Disable Ask for Comment Routing option should be disabled.

Answer: B, C

Question: 3

Which of the following section types can you include in a 360 Review form? Note: There are 2 correct answers to this question.

A. Custom section
B. Reviewer Info section
C. Performance-Potential Summary section
D. Obj/Comp Summary section

Question: 4

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

Question: 5

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.

Question: 6

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

Question: 7

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: 8

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: 9

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: 10

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

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