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SuccessFactors Performance and Goals**

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Subjects

1. Goal Management
2. Configuration of Performance Management
3. Performance Rating and Permissions
4. Route Maps
5. Calibration
6. Managing Clean Core
7. 360 Reviews
8. Competencies
9. Continuous Performance Management (CPM)
10. Form Templates

Topic: 1

Goal Management

Question: 1

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

- A. The cascade-update="push-down" attribute in field-definition
- B. The configurable="true" attribute in objective-sect
- C. The cascade-update="regular" attribute in field-definition
- D. The allow-group-goal="true" attribute in obj-plan-template

Answer: C

Goal Management

Question: 2

Which of the following field types can be configured as custom fields in the goal plan?

Note: There are 2 correct answers to this question.

- A. comment
- B. enum
- C. table
- D. textarea

Answer: B, D

Goal Management

Question: 3

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

Answer: A, D

Goal Management

Question: 4

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management? Note: There are 2 correct answers to this question.

- A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- B. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.
- C. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.
- D. The Performance Goals to be linked to the Objective and Key Results (OKRS) can only be selected from the default goal plan.

Answer: A, B

Goal Management

Question: 5

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. Goals can be imported or exported directly from a Goal Plan.
- C. Users can manage Milestones for personal and team goals.
- D. Employees can search for inactive users in the People Selector.
- E. Goals can be created using the SMART Goal Wizard.

Answer: C, D, E

Goal Management

Question: 6

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 or remove contributors to a key result
- B. Create objective statuses
- C. Add up to 5 key results for each objective
- D. Define the role of other people on the team

Answer: A, C

Goal Management

Question: 7

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

Answer: C

Goal Management

Question: 8

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions.

What are possible reasons why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The manager has no permission to Access Goal Alignment Chart for the direct report.
- B. The goal is NOT cascaded to or from another goal.
- C. The goal plan template is NOT the default one.
- D. The goal is NOT a personal goal, but a Team Goal.

Answer: A, B

Goal Management

Question: 9

Which of the following action permissions are supported in the latest version of Goal Management and can be configured in the goal plan template? Note: There are 3 correct answers to this question.

- A. cascade-align
- B. change-state
- C. private-access
- D. delete-group-goal
- E. launch-assessment-form

Answer: A, B, C

Goal Management

Question: 10

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. milestones
- C. desc
- D. metric
- E. state

Answer: B, C, D



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