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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q38-Q43):

NEW QUESTION # 38

What does the "Enable force route button in validation step" calibration feature do?

- A. Automatically routes forms to the next step in the route map after a Calibration Session is finalized
- B. **Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session**
- C. Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- D. Automatically populates valid participants and subjects based on the Calibration Session owner

Answer: B

NEW QUESTION # 39

A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- B. **In RBP > General User Permission, grant permission to Create Forms.**
- C. In Form Template Settings, change the Default Targets to HR Reports Only.
- D. **In Form Template Settings, enable Allow form creator to select anyone as the subject.**

Answer: B,D

NEW QUESTION # 40

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

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

Answer: A

NEW QUESTION # 41

When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.

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

Answer: B,D,E

NEW QUESTION # 42

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

Answer: A,C,D

NEW QUESTION # 43

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