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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q61-Q66):

NEW QUESTION # 61

Your customer has 5 unique competencies for individual contributors and 5 for managers. The competencies will be translated into 11 languages and will auto-populate on a multi-language performance review form based on job code.

What attribute must be shared for all translations of the same competency to meet this requirement?

- A. GUID
- B. Category
- C. ID
- D. Library name

Answer: A

NEW QUESTION # 62

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

Answer: A,D

NEW QUESTION # 63

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

Answer: A,C,E

NEW QUESTION # 64

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

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

Answer: D

NEW QUESTION # 65

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

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

Answer: B,C

NEW QUESTION # 66

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