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SAP Certified Associate - SAP SuccessFactors Performance and Goals

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

NEW QUESTION # 38

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- B. Establish release management.
- C. Establish regular housekeeping tasks and procedures.
- D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,B,D

NEW QUESTION # 39

Which of the following roles are supported in 360 Reviews for the default rater population field? Note: There are 3 correct answers to this question.

- A. All Level Manager (EM+)
- B. Peer (EMD)
- C. Custom Manager (EC)
- D. All Matrix Managers (EP)
- E. Direct Report (ED)

Answer: B,D,E

NEW QUESTION # 40

How are competencies populated in the competency section of a form? Note: There are 3 correct answers to this question.

- A. Competencies mapped to the users' job roles by the administrator are visible in the Job Specific Competency section.
- B. Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.
- C. Administrators assign competencies to users from Admin Center.
- D. Users add competencies manually in the form when the section is `<configurable="true">`
- E. Managers assign Core Competencies to their direct reports from the Org Chart.

Answer: A,B,D

NEW QUESTION # 41

What are the Dynamic Team members able to achieve when OKR functionality is enabled?
Note: There are 2 correct answers to this question.

- A. Define the role of other people on the team
- B. Create objective statuses
- C. Add up to 8 key results for each objective
- D. Add or remove contributors to a key result

Answer: C,D

NEW QUESTION # 42

Your customer is using Talent Intelligence Hub and you have to map some competencies to a set of Job Roles using the Role-Mapped Competencies import entity. Which identifier should you use for the competency to be assigned to the job role in the import file?

- A. GuID
- B. ID
- **C. Competency ID**
- D. External Code

Answer: C

NEW QUESTION # 43

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