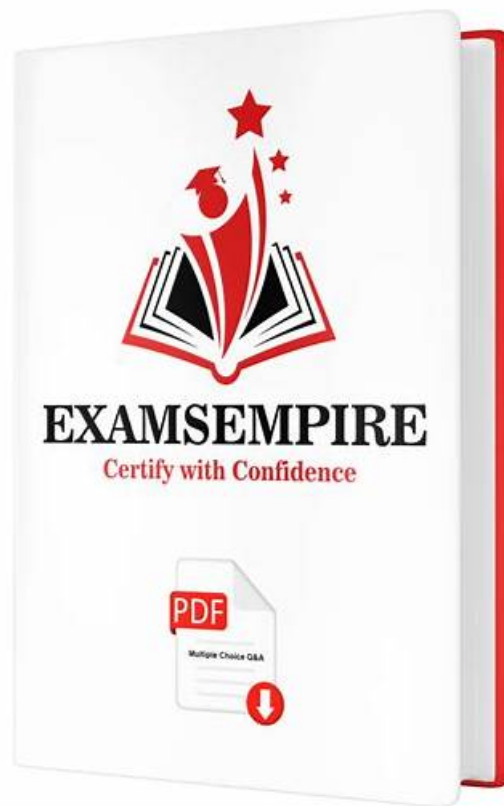


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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q19-Q24):

NEW QUESTION # 19

Which of the following are possible in the Ask for Feedback feature? Note: There are 2 correct answers to this question.

- A. The Ask for Feedback system label button can be customized from Text Replacement.
- B. Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- C. Ask for Feedback is a global setting that CANNOT be disabled at the form template level.
- D. Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.

Answer: A,D

NEW QUESTION # 20

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

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

Answer: A

NEW QUESTION # 21

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

Answer: A,C

NEW QUESTION # 22

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form.

The weights should be editable by end users, and the goal section should display item weights in the Summary.

Which of the following attributes are relevant to achieve this requirement? Note: There are 2 correct answers to this question.

- A. no-weight="true"
- B. configurable="true"
- C. lock-item-weights="false"
- D. in-overall-rating="true"

Answer: C,D

NEW QUESTION # 23

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

Answer: B,C

NEW QUESTION # 24

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