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## SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q32-Q37):

### NEW QUESTION # 32

Your customer wants to ensure that all review forms are sent to the second step of their route map on a specified date. What settings do you need to make to ensure this takes place?

- A. Define the due date for the first step in the route map configuration in Form Template Settings.  
\*Select the "Automatic send on due date" option in Step 1 of the route map.

- B. Define the exit date for the first step in the route map configuration in Manage Route Maps.  
\*Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- C. Define the due date for the first step in the route map configuration in Manage Route Maps.  
\*Select the "Automatic send on due date" option in Step 1 of the route map and also select the "Always send regardless of validation" option.
- D. Define the start date for the first step in the route map configuration in Manage Route Maps.  
\*Select the "Enforce Start Date" option in Step 2 of the route map.

**Answer: C**

#### NEW QUESTION # 33

Which of the following are considerations when you are converting legacy templates to the latest version? Note: There are 2 Answers to this Question.

- A. Any existing Group Goal data from the legacy template will be retained.
- B. The start and due dates of the goal must fall within the <obj-plan-start> and <obj-plan-due> dates.
- C. The background style for the status field is supported in both RGB and HEX.
- D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

**Answer: B,D**

#### NEW QUESTION # 34

What can an administrator do to edit the attribute details for a skill from the Manage Talent Intelligence Hub tool?

- A. Modify the attribute type for a skill
- B. Add and remove tags for a skill
- C. Update an inferred skill to confirmed
- D. Delete the skill if it is no longer being used

**Answer: C**

#### NEW QUESTION # 35

Where can you assign a job code to an employee in the front end? Note: There are 2 correct answers to this question.

- A. In Manage Job Roles
- B. In Employee Import
- C. In Manage Users
- D. In Configure Employee Files

**Answer: A,C**

#### NEW QUESTION # 36

What is the purpose of the user-defined step in a single-step route map?

- A. To ensure all performance forms are routed to the same user in that step
- B. To assign the form to a group of people
- C. To split the sections of the form and send each of them to different users for validation
- D. To make sure the form comes back to the user's inbox at the end of the workflow

**Answer: A**

#### NEW QUESTION # 37

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