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## **SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q78-Q83):**

### **NEW QUESTION # 78**

Your customer needs to set up a non-hierarchical permission for the HRBP role to allow for the creation of personal goals for employees in the US. How can you do this in the instance?

Note: There are 2 correct answers to this question.

- **A. Include Create Team Goals permission in the Goals category in RBP for the HRBP role.**
- **B. Include the Extended EH for Performance Goals permission in Manage Goals category in RBP for the HRBP role.**
- C. Include the EH role in the <create> permission in the Goal Plan XML template.
- D. Include a custom role in the <create> permission in the Goal Plan XML template.

**Answer: A,B**

### **NEW QUESTION # 79**

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. All Matrix Managers (EP)**
- **C. Peer (EMD)**
- D. Custom Manager (EC)
- **E. Direct Report (ED)**

**Answer: B,C,E**

### **NEW QUESTION # 80**

In your goal plan, you notice some warnings as shown in the screenshot.

What do these warnings mean?

- A. The <max-weight> is 100 and the <min-goals> is 5 for the entire goal plan.
- B. The <max-weight> is 100 and <max-goals-per-category> is 5 for the entire goal plan.
- **C. The <max-weight> is 100 and <max-goals> is 5 for the entire goal plan.**
- D. The <weight-total> is 100 and <min-goals> is 5 for the entire goal plan.

**Answer: C**

### **NEW QUESTION # 81**

Where can you disable the external e-mail address option to collect feedback related to the Ask For Feedback functionality?

- **A. In Form Template Settings**
- B. In Performance Management Feature Settings
- C. In the form template XML with a specific tag
- D. In Provisioning Company Settings

**Answer: A**

### **NEW QUESTION # 82**

Which of the following limits are enforced in the Goal Plan template? Note: There are 2 correct answers to this question.

- A. max-weight-per-obj
- B. max-weight
- C. min-weight-per-obj
- D. min-goals

**Answer: A,C**

## NEW QUESTION # 83

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