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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q31-Q36):

NEW QUESTION # 31

What is enabled when you configure the Reject button?

- A. Managers can recall the form from the signature step in Team Overview.
- B. Forms can be routed to the previous step in the modify stage.
- C. Users can reject the form in the signature step and send it back to be edited.
- D. Users can decline to participate in the evaluation.

Answer: B,C

NEW QUESTION # 32

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

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

Answer: A,D

NEW QUESTION # 33

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

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

Answer: A

NEW QUESTION # 34

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

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

Answer: A,B

NEW QUESTION # 35

You are calibrating overall ratings using performance as data source.

What are some of the requirements for the Calibration Session to be successfully validated? Note: There are 3 correct answers to this question.

- A. The subject(s) of the Calibration Session must be defined.
- B. The location of the Calibration Session must be specified.
- C. The calibration template to be used in the Calibration Session must be specified.
- D. All the subjects' review forms must be at the calibration step in the route map.
- E. The Calibration Session planned activation date must be defined.

Answer: A,C,D

NEW QUESTION # 36

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