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SAP Certified Associate - Implementation Consultant - SAP

SuccessFactors Performance and Goals

QUESTION & ANSWERS

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals Sample Questions (Q44-Q49):

NEW QUESTION # 44

Which options are available in Form Template Settings to change in-progress forms? Note: There are 2 correct answers to this question.

- A. Disable Delete button
- B. Enable Delete button
- C. Hide numeric rating values (only show text labels)
- D. Enable form routing to previous step

Answer: A,B

NEW QUESTION # 45

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. OData
- D. RFC

Answer: A,C

NEW QUESTION # 46

Which of the following are options in the Review Information section of the performance form? Note: There are 2 correct answers to this question.

- A. Only fixed dates set at form template level can be made editable in the section
- B. Review dates are hard-coded from Form Template Settings.
- C. Custom elements can be added.
- D. This section type is generally disabled for end users.

Answer: B,D

NEW QUESTION # 47

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management? Note: There are 3 correct answers to this question.

- A. The Enable Linking to Performance Goals option can be turned on from the Dynamic Teams Configuration page.
- B. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- C. The Linked Objective and Key Results (OKRS) section is only available for Latest Goal Management goal plan templates.
- D. The Performance Goals to be linked to the Objective and Key Results (OKRS) can only be selected from the default goal plan.
- E. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.

Answer: A,C,D

NEW QUESTION # 48

Which of the following are possible for the manager-initiated Calibration Sessions?

Note: There are 2 correct answers to this question.

- A. Calibration views can be modified by managers.
- **B. Default facilitator(s) CANNOT be changed.**
- C. The templates available to managers can be restricted from role-based permissions.
- **D. Direct reports can be added as participants or subjects.**

Answer: B,D

NEW QUESTION # 49

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