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SAP Certified Associate - SAP SuccessFactors Performance and Goals Sample Questions (Q52-Q57):

NEW QUESTION # 52
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

- D. Establish regular housekeeping tasks and procedures.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,B,C

NEW QUESTION # 53
Which of the following Detailed 360 Report views can you turn on from Form Template Settings?
Note: There are 2 correct answers to this question.

- A. Rank view
- B. Gap Analysis view
- C. Hidden Strength and Blind Spot view
- D. Graphical Summary view

Answer: A,B

NEW QUESTION # 54
What do you need to do to configure a direct manager's ability to lock an employee's goal plan in Goal Management? Note: There are 3 correct answers to this question.

- A. Define <obj-plan-states> in the goal plan template XML.
- B. Give the direct manager permission to access the employee's goal plan template in Role- Based Permissions.
- C. Add <permission for="change-state"> to <role-name><![CDATA[EM]]></role-name> in the goal plan template XML
- D. Configure the <plan-layout> to include switch buttons.
- E. Add the "obj-edit" in a performance form template XML.

Answer: A,B,C

NEW QUESTION # 55
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 an error message to be displayed with the number of users in 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 a message to be displayed that states the minimum is NOT met for the direct report category.

Answer: B,C

NEW QUESTION # 56
In the video below, you are making changes to the rater list and two messages are displayed when these changes are saved.
Which of the following should you configure in XML to trigger these two messages? Note: There are 3 correct answers to this question.

- A. <min-rater-count>8</min-rater-count>
- B. <min-rater-complete-count>8</min-rater-complete-count>
- C. <min-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min-error-msg>
- D. <min-warning-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></min- warning-msg>
- E. <rater-cat-min-err-msg><![CDATA[Number of Feedback Givers selected for Category "[[CATEGORY]]" is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]></rater-cat-min-err-msg>

Answer: A,C,E

NEW QUESTION # 57

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