SAP

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Certified Associate - Implementation Consultant - SAP SuccessFactors Performance and Goals

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Question: 1

In your goal plan, you notice some warnings as shown in the screenshot.What do these warnings mean?

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

Question: 2

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

Answer: A,D

Question: 3

What can you do in the Feedback Received tab in Continuous Feedback?Note: There are 2 correct answers to this question.

A. Filter to only show feedback with a linked achievement.
B. Access the profile card to drill down into employee details.
C. Filter to only show feedback with a linked activity.
D. Decline a feedback request.

Answer: C,D

Question: 4

Which of the following apply to the Rater section?Note: There are 2 correct answers to this question.

A. Categories can always be removed if the user has permissions to edit the section.
B. The list pre-populates with participants based on the relationship of their role to the employee being evaluated.
C. Custom roles CANNOT be included as participants.
D. Warning or error messages can be defined if the total number of participants is exceeded or NOT met.

Answer: B,D

Question: 5

What are some end user capabilities of Goal Management?Note: There are 3 correct answers to this question.

A. ACSV header can be generated from the Goal Plan directly in the latest version of Goal Management.
B. Users can manage Milestones for personal and team goals.
C. Spell Check can be used in text and textarea fields.
D. C Personal Goals, up to 10 at a time, can be added from a Goal Library.
E. New and previous values of the changed fields are logged in the Audit History.

Answer: B,C,E

Question: 6

Which attribute sets the editability of a goal plan field when you assign a Team Goal?

A. The cascade-update="push-down
B. The allow-group-goal="true
C. The cascade-update="regular
D. The configurable="true" attribute in objective-sect

Answer: C

Question: 7

You want to create a goal plan template.Which of the following methods are recommended?Note: There are 3 correct answers to this question.

A. Download a template from the SuccessStore.
B. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Manage Templates.
C. Copy an existing goal plan XML, change the plan ID to a unique ID, and import it in Provisioning.
D. Copy an existing goal plan and save as a new version in Manage Templates.
E. Download a template from the Software Download Center.

Answer: A,C,D

Question: 8

Your customer wants to transfer the goal weights from the Goal Plan to the Performance Management Form. The weights should be editable by end users, and the goal section should display item weights in

the Summary.Which of the following attributes are relevant to achieve this requirement?Note: There are 2 correct answers to this question.

A. no-weight="true
B. in-overall-rating="true
C. configurable="true
D. lock-item-weights="false

Answer: C,D

Question: 9

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-error-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]><'min-errormsg>
C. <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>
D. <min-waming-msg><![CDATA[The Number of Feedback Givers is [[ACTUAL_COUNT]] and does not meet the minimum number of [[EXPECTED_COUNT]]]]></minwaming-msg>
E. min-rater-complete-count>8</min-rater-complete-count>

Answer: A,B,C

Question: 10

Your customer wants to change the default labels in the Summary section for both Manual Overall Rating and Calculated Overall Rating.Where can the customer do this?Note: There are 2 correct answers to this question.

A. In XML <overall-rating-label>
B. In XML <calc-summary-rating-label>
C. In Manage Templates > Choose an altemate label for the rating field
D. In XML <calc-rating-label>

Answer: A,D

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