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**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Performance and Goals**



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Subjects

1. Goal Management
2. Form Templates
3. 360 Reviews
4. Competencies
5. Configuration of Performance Management
6. Performance Rating and Permissions
7. Continuous Performance Management (CPM)
8. Calibration
9. Route Maps
10. Managing Clean Core

Topic: 1
Goal Management

Question: 1

Which of the following are characteristics of the integration between Dynamic Teams and Goal Management?

Note: There are 2 correct answers to this question.

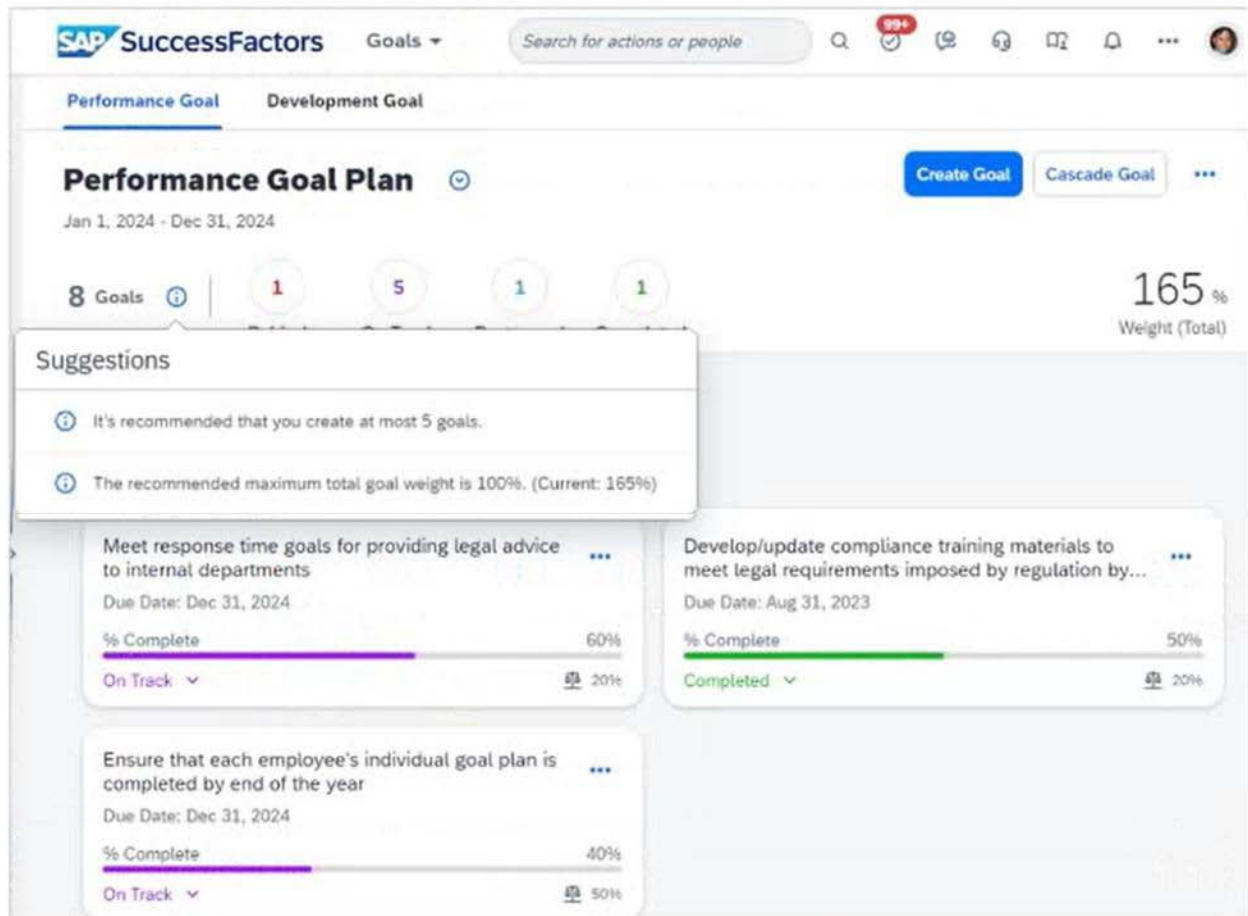
- A. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically below 70%.
- B. Each objective can have up to 5 key results, where the percentage of the target value achieved (DOS) is typically 70%.
- C. The Enable Linking to Performance Goals option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

Answer: B, C

Goal Management

Question: 2

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.

Answer: D

Goal Management

Question: 3

An employee wants to use Generative AI to create performance goals. Which of the following standard field IDs in the Goal Plan template are currently supported for the Assisted Performance Goals? Note: There are 3 correct answers to this question.

- A. comments
- B. state
- C. milestones
- D. desc

E. metric

Answer: C, D, E

Goal Management

Question: 4

Which of the following field types can be configured as custom fields in the goal plan? Note: There are 2 correct answers to this question.

- A. enum
- B. textarea
- C. table
- D. comment

Answer: A, B

Goal Management

Question: 5

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

Answer: A, D, E

Goal Management

Question: 6

Which of the following are considerations when you are converting legacy templates to the latest version? Note: There are 2 answers to this question.

- A. Any existing Group Goal data from the legacy template will be retained.
- B. The start and due dates of the goal must fall within the `<obj-plan-start>` and `<obj-plan-due>` dates.
- C. The background style for the status field is supported in both RGB and HEX.

D. Textarea fields, such as metric or comments, will have a max-length set of 4000 characters.

Answer: B, D

Goal Management

Question: 7

A manager navigates to a direct report's goal plan and notices that one of the goals does NOT have the option View Alignment Chart available from the goal card actions. What are possible reasons as to why the option is NOT visible?

Note: There are 2 correct answers to this question.

- A. The goal is NOT cascaded to or from another goal.
- B. The goal is NOT a personal goal, but a Team Goal.
- C. The manager has no permission to Access Goal Alignment Chart for the direct report.
- D. The goal plan template is NOT the default one.

Answer: B, C

Goal Management

Question: 8

Your customer wants to change the Status that should determine whether a goal is completed and update the logic for existing engagement cards on the Home Page. Which steps do you need to take in Manage Templates to achieve this requirement?

Note: There are 2 correct answers to this question.

- A. Set the new status to trigger goal completion.
- B. Set the new status as the default field value to achieve the goal.
- C. Select the Refresh button once you set the new status to achieve the goal.
- D. Select the Convert button once you set the new status to achieve the goal.

Answer: A, C

Goal Management

Question: 9

What are some end user capabilities of Goal Management?

Note: There are 3 correct answers to this question.

- A. A CSV 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. 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

Goal Management

Question: 10

What can you do with the Import Performance Goals feature?

Note: There are 3 correct answers to this question.

- A. Delete goal comments
- B. Delete goals
- C. Transfer existing goals between employees
- D. Assign team goals
- E. Update goals

Answer: B, D, E

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