Question 1

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

Options:

A- The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> --- is 1 for the Business Goals category.

B- The <max-weight> is 120 and <max-goals-per-category> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and LJ <min-goal-per-category> is 1 for the Business Goals category.

C- The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight> is 30, and <min-goals> is 1 for the Business Goals category.

D- The <weight-total> is 120 and <max-goals> is 9 for the entire goal plan. The <max-weight-per-obj> is 30 and <min-goals> ^ is 1 for the Business Goals category.

Answer:

D

Question 2

What can you do with the Beta Goal Import feature?

Note: There are 3 correct answers to this question.

Options:

A- Align goals.

B- Update goals.

C- Transfer existing goals between employees.

D- Delete goals.

E- Delete goal comments.

Answer:

A, B, D

Question 3

How are competencies populated in the competency section of a form?

Note: There are 3 correct answers to this question.

Options:

A- Competencies mapped to the users1 job roles by the administrator are visible in the Job Specific Competency section.

B- Competencies are hard-coded in the Custom Competency section from Manage Templates or in the XML.

C- Users add competencies manually in the form when the section is <configurable='true'>.

D- Managers assign Core Competencies to their direct reports from the Org Chart.

E- Administrators assign competencies to users from Admin Center.

Answer:

A, B, C

Question 4

Question Type: **MultipleChoice**

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

Note: There are 2 correct answers to this question.

Options:

A- Direct reports can be added as participants.

B- Direct reports can be added as subjects.

C- Calibration views can be modified by managers.

D- Default facilitator(s) CANNOT be changed.

Answer:

B, D

Question 5

Question Type: **MultipleChoice**

Which of the following action permissions can you configure in the goal plan template?

Note: There are 3 correct answers to this question.

Options:

A- Share goal

B- Cascade push

C- Lock goal

D- Move goal

E- Mass assign goal

Answer:

A, B, D

Question 6

Question Type: **MultipleChoice**

What happens if you freeze the Job Title field in the Employee Information section of the performance management form template?

A- The job title on the form will NOT update if the employee data is updated while the form is in progress.

B- The job title on the form will update if the employee data is updated while the form is in progress.

C- The job title on the form will be hidden if the employee data is updated while the form is in progress.

D- If the employee data is updated while the form is in progress, the job title will update but the job role will NOT be updated.

Answer:

A

Question 7

Question Type: **MultipleChoice**

What is required when you define a custom field in the goal plan?

Note: There are 2 correct answers to this question.

Options:

A- You must assign a field type to the field.

B- You must make the field reportable.

C- You must assign a unique ID to the field.

D- You must assign a field description to the field.

Answer:

A, C

Question 8

Question Type: MultipleChoice

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.

Options:

A- The calibration template to be used in the Calibration Session must be specified.

B- The Calibration Session date must be defined.

C- The subject(s) of the Calibration Session must be defined.

D- All the subjects' review forms must be at the calibration step in the route map.

E- The location of the Calibration Session must be specified.

Answer:

A, C, D

Question 9

Question Type: MultipleChoice

Which options are available in Form Template Settings to change in-progress forms?

Note: There are 2 correct answers to this question.

Options:

A- Hide numeric rating values (only show text labels)

B- Display circle icon as rating

C- Enable Delete button

D- Disable Delete button

Answer:

C, D

Question 10

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

Options:

A- To split the sections of the form and send each of them to different users for validation

B- To assign the form to a group of people

C- To ensure all performance forms are routed to the same user in that step

D- To make sure the form comes back to the user's inbox at the end of the workflow

Answer:

C

Question 11

Question Type: MultipleChoice

What can you do to a competency in Admin Center?

Note: There are 2 correct answers to this question.

Options:

A- Associate a competency with an achievement.

B- Edit the competency description.

C- Mark the competency as core.

D- Remove a job-specific competency from an existing form.

Answer:

B, C

Question 12

How can you configure the Other's Rating tab in a performance form template?

Note: There are 2 correct answers to this question.

Options:

A- You CANNOT restrict access at the field level to see only ratings or comments.

B- You can select None, Disabled or Enabled as permission types for the Other's Rating tab.

C- For your ratable sections, you can restrict access at section level of the Others' Rating tab.

D- You can restrict access to the Others' Rating tab from Manage Templates > General Settings.

Answer:

C, D