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NEW QUESTION 41

What are some capabilities of the latest version of Goal Management? Note; There are 3 correct answers to this question.
* A CSV header can be generated from the Goal Plan to import goals.
* Spell Check and Legal Scan can be used in text and textarea fields.
* Users can manage Milestones for personal and team goals.
* Personal Goals, up to 10 at a time, can be added from a Goal Library.
* Now and previous values of the changed fields arc logged in the Audit History

NEW QUESTION 42

Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question.
* Subject
* Originator
* Facilitator
* Participant

* Owner

NEW QUESTION 43

Which of the following applies to the Employee Information section?
* Custom elements can be included.
* First Name and Last Name CANNOT be removed.
* Elements CANNOT be reordered.
* New elements will become visible in the display options in Manage Templates.

NEW QUESTION 44

What action does the following XML code allow a manager to perform from their goal plan? {permission for=”cascade-push”} {role-name} {![CDATA[EM +]]} {/role-name} {/permission}
* A manager can cascade goals to all employees in their reporting chain, as long as permission to create goals and access to the goal plan is granted for the target population.
* A manager can cascade goals to all employees in their reporting chain.
* A manager can cascade goals to their manager’s goal plan.
* A manager can cascade a goal from their direct report’s goal plan.

NEW QUESTION 45

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.
* Add < permission for=
* Configure the <plan-layout> to include switch buttons.
* Add the “obj-edit” in a performance form template XML.
* Define <obj-plan-states> in the goal plan template XML.
* Give the direct manager permission to access the employee

NEW QUESTION 46

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

NEW QUESTION 47

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.
* 360 Reviews v11
* Goal Management v12
* Legacy continuous performance management (CPM)
* PMv12 Acceleration

NEW QUESTION 48

Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?
* The manual rating from Customized Weighted Rating section
* The calculated rating from the Overall Summary section
* The manual rating from the Overall Summary section
* The manual rating from Performance/Potential summary

NEW QUESTION 49

What happens when goal numbering is allowed in the goal plan?
* Users can display the total goal count in the goal plan.
* Users can move a goal out of one plan and into another.
* Users can move a goal up and down in the goal plan.
* Users can indent and outdent goals to one or more levels.

NEW QUESTION 50

Which of the following can a manager use from the Team Overview tab?

Note: There are 3 correct answers to this question.
* The Get Feedback feature, to collect additional comments on the form
* The Ask for Feedback button, to send an e-mail to internal or external users
* The Stack Ranker, to evaluate objectives for their direct reports
* The Confirm 1:1 Meeting button, to send a form to the signature step without opening it.
* The Stack Ranker, to evaluate competencies for their direct reports

NEW QUESTION 51

Your customer wants to modify the description of a competency in their library.Where can you make this change?

Note: There are 3 correct answers to this question.
* In the performance form template XML
* In Provisioning > Company Settings
* In Provisioning -> Managing Competencies and Skills -> Competency Libraries
* In the CSV file downloaded from the competency library
* In Admin Center -> Manage Competencies

NEW QUESTION 52

What is the purpose of the user-defined step in a single-step route map?
* To split the sections of the form and send each of them to different users for validation
* To assign the form to a group of people

* To ensure all performance forms are routed to the same user in that step
* To make sure the form comes back to the user’s inbox at the end of the workflow

NEW QUESTION 53

Which attribute controls the editability of the goal plan fields when you assign a Group Goal 2.0 or a team goal?

Note: There are 2 correct answers to this question.
* The allow-group-goal=”true” attribute in obj-plan-template
* The cascade-update=”regular” attribute in field-definition
* The configurable=”true” attribute in objective-sect
* The cascade-update=”push-down” attribute in field-definition

NEW QUESTION 54

What attribute do you insert at the beginning of each label tag to make translations active for that label in the form XML?
* msgCode=
* translation=
* msgKey=
* translationID=

NEW QUESTION 55

A user who is NOT defined in the route map needs to provide ratings and comments in the performance review. Which of the following are required to achieve this?

Note: There are 2 correct answers to this question.
* The Disable Ask For Comment Routing option should be disabled.
* The user should have access to Unofficial User Rating.
* The Disable Ask For Edit Routing option should be disabled.
* The user should have access to Subject Rating.

NEW QUESTION 56

What happens when the minimum/maximum goal count per category is set in the goal plan?
* When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.
* When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
* When the user creates goals, the same minimum/maximum value must be used for each of the goals.
* When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.

NEW QUESTION 57

What does the “Enable force route button in validation step” calibration feature do?
* Automatically routes forms to the next step in the route map after a Calibration Session is finalized
* Automatically populates valid participants and subjects based on the Calibration Session owner
* Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
* Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

NEW QUESTION 58

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

Note: There are 2 correct answers to this question.
* Hide numeric rating values (only show text labels)
* Display circle icon as rating
* Enable Delete button
* Disable Delete button

NEW QUESTION 59

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

Note: There are 3 correct answers to this question.
* Share goal
* Cascade push
* Lock goal
* Move goal
* Mass assign goal

NEW QUESTION 60

Which of the following are capabilities of the Customized Weighted Rating section in the performance form?

Note: There are 2 correct answers to this question.
* It allows you to add an overall comment.
* It displays all official ratings given at previous steps.
* It displays weights configured in business rules.
* It allows you to add custom elements.

NEW QUESTION 61

Which type of permissions of approved sessions can be granted to facilitators?

Note: There are 3 correct answers to this question.
* Read
* Delete
* Finalize
* Export
* Write

NEW QUESTION 62

If you are using distribution guidelines in calibration, where are they visible?

Note: There are 3 correct answers to this question.
* Executive review
* Dashboard view
* List view

* Matrix Grid view
* Bin view

NEW QUESTION 63

What can you do with the latest version of continuous performance management (CPM)?

Note: There are 3 correct answers to this question.
* Add attachments to one of your activities.
* Send a channel invitation to your colleague to have regular 1:1 meetings.
* Create a new development goal from your activities view.
* Add your own meeting notes to assist with the 1:1 meeting.
* Provide coaching advice to your direct report in the 1:1 meeting.

NEW QUESTION 64

Which of the following field types can be configured as custom fields in the goal plan?

Note: There are 3 correct answers to this question.
* comment
* textarea
* table
* bool
* enum

NEW QUESTION 65

What can an administrator do with the Launch Forms tool?

Note: There are 3 correct answers to this question.
* Set specific form template dates for the forms being launched.
* Remove one of the form sections.
* Select employees based on filters.
* Disable the Ask for Feedback functionality for the forms being launched.
* Edit introduction texts for custom sections.

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