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QUESTION 1

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of "Evaluation tasks can be performed concurrently" is selected. What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document remains with the approver until the performance document is shared.
- B. The control of the document comes to the worker.
- C. The control of the document comes to the worker's Line Manager.
- D. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

Correct Answer: C

QUESTION 2

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

QUESTION 3

Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

- A. Create a project manager performance role and attach it to the competency and overall rating section.
- B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- C. Create a project manager security role with data access restricted to competency profile type.
- D. Attach a security profile with only competency profile type access to the Matrix manager performance role.

Correct Answer: D



QUESTION 4

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

QUESTION 5

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

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