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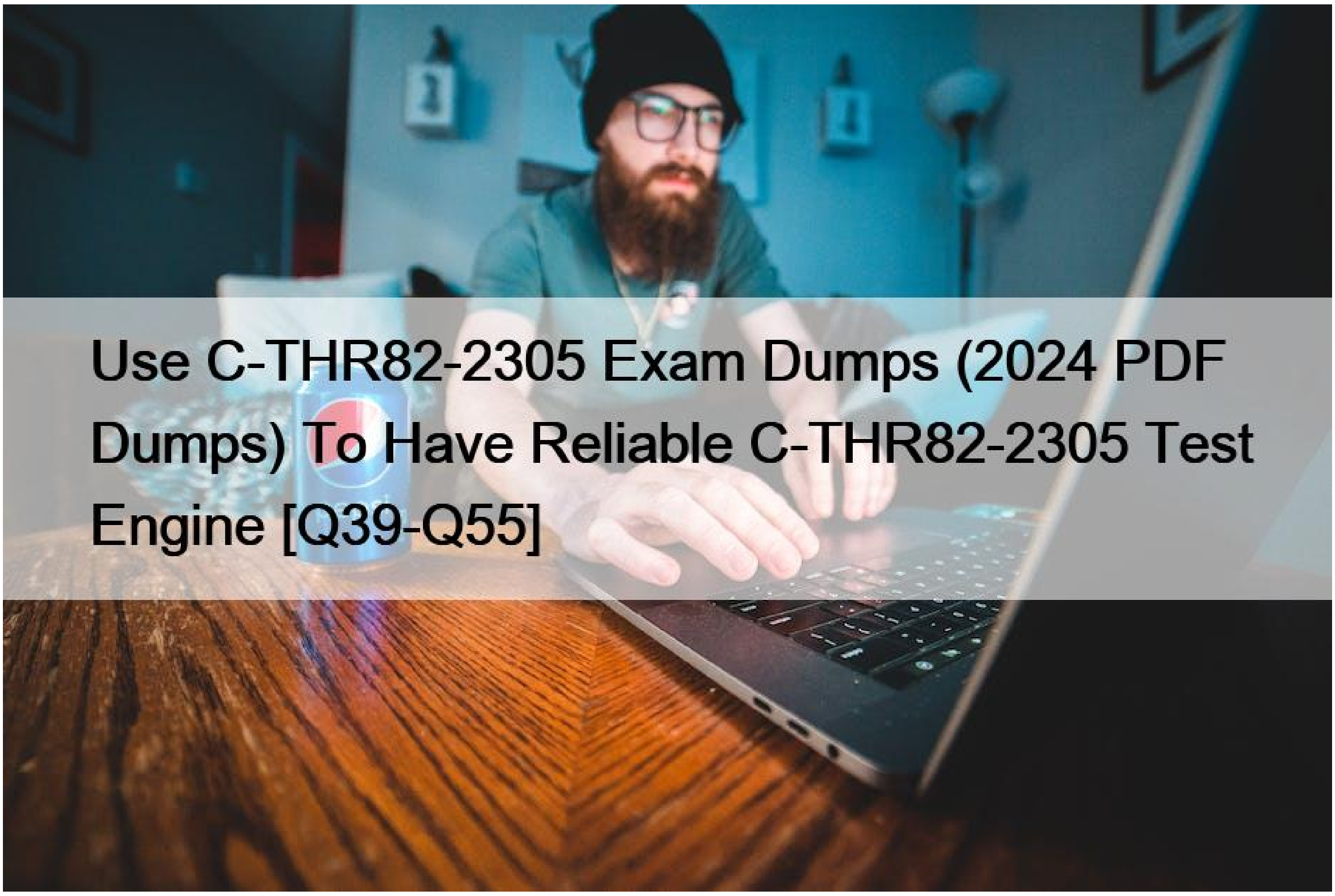

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NEW QUESTION 39

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 40

What is enabled when you configure the Reject button?

Note: There are 2 correct answers to this question.
* Forms can be routed to the previous step in the modify stage.
* Managers can recall the form from the signature step in Team Overview.
* Administrators can route the form.
* Users can reject the form in the signature step and send it back to be edited.

NEW QUESTION 41

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 42

Which of these options in the Search and Filter Fields tab under Manage Calibration Settings can you control when setting up a Calibration session?

Note: There are 2 correct answers to this question.
* You can select additional fields to be displayed in the results table, in addition to the default search result fields.
* You CANNOT select additional fields to be displayed in the results table, in addition to the default search result fields.
* You can select custom filters to be used in people search when you set up a Calibration Session.
* You can select Filter fields for the filter function across all views in the Calibration Session.

NEW QUESTION 43

Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 3 correct answers to this question.
* Enable Development Plan Integration
* Calculation on form
* Lock down section weights
* Recall enabled
* Anonymous 360

NEW QUESTION 44

When will ratings be displayed as a drop-down list?

Note: There are 3 correct answers to this question.
* When hiding numeric values
* When showing numeric values
* When using rating scales below 5 points
* When using matrix grid rating scales
* When using rating scales over 5 points

NEW QUESTION 45

In what scenario would you use the Get Feedback function on a performance form?

Note: There are 2 correct answers to this question.
* When you want to collect feedback from different users via e-mail
* When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
* When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form
* When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form

NEW QUESTION 46

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.

NEW QUESTION 47

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.
* In Manage Templates > Choose an alternate label for the rating field
* In XML <calc-summary-rating-label>
* In XML <overall-rating-label>
* In XML <calc-rating-label>

NEW QUESTION 48

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 49

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 50

Where can you associate a route map with a performance form template?

Note: There are 2 correct answers to this question.
* Manage Templates > Advanced Settings
* Manage Templates > General Settings
* Manage Route Maps > Related Templates
* Manage Templates > General Settings > Show advanced options

NEW QUESTION 51

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 52

Competencies were mapped to job roles in the system. However, when performance forms were launched, the competencies did NOT display in the job-specific competency section for one employee, but they did for another. What is the most likely reason for this issue?
* The job role is NOT mapped with the exact job code as it appears in the employee data file.
* The auto-sync option in the competency section was NOT enabled.
* The competency GUID was used when configuring the competency section, instead of the competency ID.
* The category-filter-opt attribute in the competency section was NOT specified.

NEW QUESTION 53

What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.
* The administrator can only delete feedback given in the last three months.
* The administrator CANNOT restore feedback once the feedback is deleted.
* The administrator can delete only feedback given or received by active users.
* The administrator can access all information, including feedback content from others.

NEW QUESTION 54

Which of the following options in 360 Reviews can be controlled from Form Template Settings?

Note: There are 2 correct answers to this question.
* Allow managers to select external raters themselves.
* Hide the Decline to Participate button on the 360 form.

* Remove participants after 360 evaluation starts.
* Hide rater identities for specific roles and steps in named 360 Reviews.

NEW QUESTION 55

You are editing the global settings in the goal plan template. The following settings are made:share-confirm=”true” and unshare-confirm=”true”. How would you expect the system to behave?

* When you change the visibility of a goal, a notification appears.
* When the visibility of a goal is set to private, a notification does NOT appear.
* When the goal completion is set to 100%, a notification appears.
* When you share/unshare a team goal with another manager, a notification appears.

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