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What Client's Say

“ There are some less than 8 new questions, so this 70-695 dump is still mostly valid. Wrote the exams today and passed. ”

Timothy ★★★★★

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Exam : **C_THR92_2405**

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors People
Analytics: Reporting

Vendor : SAP

Version : DEMO

NO.1 You configure the SAP Business Workflow for Bank Account Management. Which steps are required to set up this process?

The screenshot displays the SAP SuccessFactors Performance Goal Plan interface. At the top, there are tabs for 'Performance Goal' and 'Development Goal'. Below this, the 'Performance Goal Plan' is shown for the period 'Jan 1, 2024 - Dec 31, 2024'. A 'Create Goal' button and a 'Cascade Goal' button are visible. The interface shows 8 goals, with a total weight of 165%. A 'Suggestions' box highlights two recommendations: 'It's recommended that you create at most 5 goals.' and 'The recommended maximum total goal weight is 100%. (Current: 165%)'. Below the suggestions, three goal cards are visible, each with a progress bar and a status indicator:

Goal Description	Due Date	% Complete	Status
Meet response time goals for providing legal advice to internal departments	Dec 31, 2024	60%	On Track
Develop/update compliance training materials to meet legal requirements imposed by regulation by...	Aug 31, 2023	50%	Completed
Ensure that each employee's individual goal plan is completed by end of the year	Dec 31, 2024	40%	On Track

Note: There are 3 correct answers to this question.

- A.** Activate a workflow template Define a release strategy
- B.** CDefine approvers
- C.** Define sensitive fields
- D.** Change message control

Answer: C,D

NO.2 A user is uploading attachments to activities in continuous performance management (CPM).Which of the following are possible?

Note: There are 2 correct answers to this question.

- A.** The user can upload a maximum of 5 attachments per activity.
- B.** The user can upload attachments to activities in both legacy and latest CPM versions.

- C. The user can upload an attachment to their own activity or to an activity created on their behalf.
- D. The user can only download an attachment they have previously uploaded.

Answer: A,C

NO.3 You implement hedge management and hedge accounting. Which of the following describes the hypothetical derivative?

- A. It is used to simulate accounting entries for hedging instruments.
- B. It is the representation of the hedged item.
- C. It is the link between the hedged item and hedging instrument.
- D. It is the representation of the hedging instrument.

Answer: A

NO.4 A customer wants to allow an HR representative to create a new form from the Performance tab for their HR reports only. What should the customer do to achieve this?

Note: There are 2 correct answers to this question.

- A. In Form Template Settings, change the Default Targets to HR Reports Only.
- B. In RBP > General User Permission, grant permission to Create Forms.
- C. In RBP > Manage Form Templates, grant permission to Mass Create Form Instances (Launch forms now).
- D. In Form Template Settings, enable Allow form creator to select anyone as the subject.

Answer: B,D

NO.5 What are some capabilities of the latest version of Goal Management? Note; There are 3 correct answers to this question.

- A. A CSV header can be generated from the Goal Plan to import goals.
- B. Spell Check and Legal Scan can be used in text and textarea fields.
- C. Users can manage Milestones for personal and team goals.
- D. Personal Goals, up to 10 at a time, can be added from a Goal Library.
- E. Now and previous values of the changed fields are logged in the Audit History

Answer: B,C,E

NO.6 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?

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

Answer: A

NO.7 When defining a payment method, which of the following can you set? Note: There are 2 correct answers to this question.

- A. Document type for payment and clearing

- B. Direction of payment method
- C. Number of payments
- D. Allowed origins of payments

Answer: D

NO.8 Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?

- A. Weight all sections equally so they add up to 100%
- B. 50% for the Goal section and 25% for each of the Competency sections
- C. 100% for the Goal section and 50% for each of the Competency sections
- D. 50% for the Goal section and 100% for each of the Competency sections

Answer: C

NO.9 What happens when the minimum/maximum goal count per category is set in the goal plan?

- A. When a user creates a goal outside the minimum/maximum goal limits, the system provides a hard warning and the user CANNOT proceed.
- B. When the user creates a goal, the minimum/maximum limit for the overall goal must be defined.
- C. When the user creates goals, the same minimum/maximum value must be used for each of the goals.
- D. When a user creates a goal outside the minimum/maximum goal limits, the system provides soft warnings and the user can proceed.

Answer: D

NO.10 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.

- A. The Disable Ask For Comment Routing option should be disabled.
- B. The user should have access to Unofficial User Rating.
- C. The Disable Ask For Edit Routing option should be disabled.
- D. The user should have access to Subject Rating.

Answer: A,C