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NEW QUESTION: 1

What does the Settings section of a WFP role configure?

Please choose the correct answer

- A. Defines the tools and level of access available to the user
- B. Restricts access to measures from the measures contents menu and all tools on site
- C. Displays the number of users assigned to the role
- D. Defines the WFP Start Page

Answer: (SHOW ANSWER)

NEW QUESTION: 2

Which item is associated with the Person Data section of the Data Questionnaire?

Please choose the correct answer.

- A. Gender
- B. Grade/bands
- C. Employment status
- D. Job functions

Answer: A (LEAVE A REPLY)

NEW QUESTION: 3

Based on SAP Success Factors data standards, what event is included in the standard External Hires measure?

Please choose the correct answer.

- A. Workers paid by a third party
- B. Reclassification of job role
- C. University graduate recruitment
- D. Acquisitions

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 4

Why would you use tree security?

There are 3 correct answers to this question.

- A. To select nodes within a structural dimension
- B. To apply restrictions to a role or user
- C. To define users assigned to a role
- D. To reset a user's password
- E. To define multiple security pathways

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 5

What does the Measure Restrictions section of a WFA role configure?

Please choose the correct answer.

- A. Restricts access to measures from the measures contents menu and all tools on site
- B. Defines exactly which data a user in this role will have access to
- C. Defines the Start Page and any menu restrictions
- D. Defines the tools and dimensions available to the user

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 6

Which of the following are valid types of dimensions? There are 3 correct answers to this question.

- A. Result
- B. Input
- C. Time
- D. Structural
- E. Analysis

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

How can you edit demand values in a demand table? There are 3 correct answers to this question.

- A. Adjust values by a fixed amount
- B. Overwrite values

- C. Adjust values by applying an average
- D. Adjust values by applying a percentage change
- E. Apply a demand model

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 8

What view provides the calculation used to derive a result measure?

Please choose the correct answer.

- A. It Benchmark view
- B. Result Table view
- C. Result Analytics view
- D. ResultInput view

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 9

Which step of the workforce planning strategic plan provides the gap calculation

- A. Forecasting
- B. Strategic, Impact and cost modeling
- C. Strategic analysis
- D. Action and accountability

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 10

When undertaking workforce planning, most businesses will have decided how they want to group individuals within the workforce for the purposes of future planning. How does WFP identify these groupings?

Please choose the correct answer.

- A. Capabilities
- B. Structure
- C. Forecasts
- D. Dimensions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

What type of measure is NOT available from the standard measures pages?

Please choose the correct answer.

- A. Derived measure
- B. Restricted input measure
- C. Result measure
- D. Base input measure

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 12

Which type of dimension is used by the filter "Report By"? Please choose the correct answer.

- A. Analysis
- B. Result
- C. Structural
- D. Time

Answer: (SHOW ANSWER)

NEW QUESTION: 13

What do WorkforceAnalytics permissions control? There are 3 correct answers to this question.

- A. Access to Dashboards
- B. Access to Report Designer
- C. Access to the Analytics menu option
- D. Options that appear on the Admin and Tools menus
- E. Access to Query Workspace

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 14

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- A. Involuntary terminations
- B. Voluntary terminations
- C. External supply
- D. Retirements
- E. Acquisitions

Answer: B,C,D (LEAVE A REPLY)

NEW QUESTION: 15

How do you create a custom query that allows a user to filter the structure when viewing the query? There are 2 correct answers to this question.

- A. Add Selectable Structure to the query
- B. Add Selectable Filter to the query
- C. Select All Descendants as a qualifier of the specific structure
- D. Check the Use Selectable Structural Context button

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 16

When performing a bulk user load, how does the tool handle the case where a user account already exists and details of that account are different to that entered within the upload file?

Please choose the correct answer.

- A. The account is always updated with the new information
- B. The account always remains unchanged
- C. The account is disabled and an error is raised
- D. An option exists to decide if the user account remains unchanged

Answer: D ([LEAVE A REPLY](#))

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NEW QUESTION: 17

What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP?

Please choose the correct answer.

- A. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- B. WFAP Project Management Summary Template
- C. Core Workforce and Mobility Metrics Pack Documentation
- D. Configuration Workbook- Initial WFA/WFP Workforce and Mobility (WFM)Implementation

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 18

You create a new user manually within Workforce Analytics (Admin >User Maintenance) and set up the user-level tree security. What happens if the role the user is assigned to already has tree security set up? Please choose the correct answer.

- A. The user-level security would union with the role-level security
- B. The role-level security would override the user-level security
- C. You CANNOT update tree security on an individual user
- D. The user-level security would override the role-level security

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which of the following are NOT found on the Extract Tables tab of the Specification Document?

Please choose the correct answer.

- A. Frequency
- B. Mapping level
- C. Table name
- D. Extract type

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 20

You enable the Investigate tool for use in a production instance. How do you allow a user to access the Investigate tool?

Please choose the correct answer.

- A. Assign the Manage Workforce Analytics permission
- B. Assign the Analytics Tiles and Dashboards permission
- C. Assign the Query Workspace permission
- D. Assign the Analytics Workspace permission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- A. Employment Type
- B. Employment Status
- C. Recruitment Source
- D. Critical Job Roles

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 22

What task is completed during the Explore phase of the project?

Please choose the correct answer.

- A. Data Transfer
- B. Copy to Production
- C. Data Questionnaire
- D. Staging & Verification

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 23

What does the Edit Measure Overrides action / functional permission allow?

Please choose the correct answer.

- A. Manage document folders and upload documents to the Resources Page
- B. Rename the measure or dimension label
- C. View details of which users are logging into the site and which pages they visit
- D. Set measure targets

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 24

Based on SAP SuccessFactors standard processes, if an employee termination on January 31, what measures would they be counted toward?

There are 2 correct answers to this question.

- A. January Average Headcount
- B. January End of Period Headcount
- C. January Termination Rate
- D. January Staffing Rate

Answer: A,C [\(LEAVE A REPLY\)](#)

NEW QUESTION: 25

What field needs to be configured to enable the usage of the employee Quickcard in the Drill to Detail output of WFA on SAP HANA? Please choose the correct answer.

- A. Level X ID
- B. PERSONJD
- C. USERS_SYS_ID
- D. Parent ID

Answer: C [\(LEAVE A REPLY\)](#)

NEW QUESTION: 26

Which comparison options can be turned on for a line chart in Investigate? There are 2 correct answers to this question.

- A. Trend Line
- B. Benchmark Line
- C. Forecast Line
- D. Target Line

Answer: A,C [\(LEAVE A REPLY\)](#)

NEW QUESTION: 27

Why might an organizational unit fall into the Unallocated category?

There are 2 correct answers to this question.

- A. The organizational unit has been identified
- B. The organizational unit is inactive
- C. The organizational unit is NOT found in the customer's source table
- D. The organizational unit is linked to an active parent in the structure

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 28

Which of the following are NOT found on the Extract Tables tab of the Specification Document? Please choose the correct answer.

- A. Mapping level
- B. Tabic name
- C. Extract type
- D. Frequency

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 29

When filling out the Specification document, how do you identify a standard analysis option that is NOT applicable to a customer?

Please choose the correct answer.

- A. Move the row of the analysis option to the end of the analysis options section
- B. Grey out the background of the row of the analysis option
- C. Deletethe row of the analysis option
- D. Modify the source column of the analysis option to indicate that it is NOT used

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

Which of the oollowin actions/ functional permission control the ability to see the user maintenanceoption from the administration menu ?

- A. Workforce planning admin
- B. Edit users roles
- C. Edit users
- D. Workforce planning

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 31

In headcount planning, who can create the plan template?

Please choose the correct answer.

- A. Headcount Approver
- B. Headcount Admin
- C. Headcount User
- D. Headcount Participant

Answer: B ([LEAVE A REPLY](#))

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NEW QUESTION: 32

Which items are NOT included in the standard FTE measure?

There are 2 correct answers to this question.

- A. Fixed-term contract employees paid through payroll
- B. Workers paid by third party
- C. Overtime
- D. Interns

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 33

Permissions assigned to general users can be applied to which level(s)? Please choose the correct answer.

- A. Scenarios
- B. Structures
- C. Dimensions
- D. Only the whole forecast

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 34

What time structure type includes all nodes that have been active through a period of time? Please choose the correct answer.

- A. Current Period
- B. Historical Period
- C. Span of Time
- D. Point in Time

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 35

What type of measure does NOT have Drill to Detail capability? Please choose the correct answer.

- A. Result measure
- B. Custom measure
- C. Derived input measure

D. Base input measure

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 36

Which of the following items are provided as part of the measure explanation for a base input measure?

There are 3 correct answersto this question.

A. Description

B. Purpose

C. Footnotes

D. Formula

E. Measure name

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

What are some responsibilities of a functional lead consultant during a foundational SAP SuccessFactors Workforce Analytics implementation?

There are 3 correct answers to this question.

A. Set up initial test users and roles

B. Perform the data audit

C. Provide site navigation training

D. Organize and lead project welcome call

E. Assists in resolving beta site issues

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 38

Which of the following are characteristics of a strategic planin Workforce Planning?

There are 3 correct answers to this question.

A. Focuses on critical roles

B. Projects a highly accurate full-time equivalent (FTE) count

C. Timeframe is 3 or more years

D. Based on scenarios

E. Focuses on filling vacancies today

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 39

Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.

A. Legal Entity (hris-element-id: company)

B. Division (hris-element-id: division)

C. Job Information (hris-element-id: jobInfo)

D. Employment Details (hris-element-id: employmentInfo)

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 40

If you do not enable summation level editing, where can the changes be made?

Please choose the correct answer.

A. Only the top level and lowest levels of the forecast structure

B. The second level of the forecast structure

C. Only at the lowest level of the forecast structure

D. Any level of the forecaststructure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

What tab in the Specification document includes examples of analysis options with customer-specific data that requires transformation?

Please choose the correct answer.

A. Code Mapping

B. Base Inputs

C. Measure to AO Metrix

D. Hierarchy Options

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

You customer wants to know how many years of historical data they should transform.

What does SAP SuccessFactors recommend ?

A. Current year, plus 3 prior years of available

B. Current year, plus 4 prior years of available

C. Current year, plus 5 prior years of available

D. Current year, plus 2 prior years of available

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

Which of the following actions can be triggered by a workflow rule? There are 3 correct answers to this question.

A. Update a field

B. Send an e-mail

C. Create a custom field

D. Create a notification

E. Generate an activity

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization Please choose the correct answer.

- A. pot Bonus
- B. Terminate/Retire
- C. Change Job and Compensation Information
- D. Employment Details

Answer: ([SHOW ANSWER](#))

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