

SAP.C-THR89-2111.v2022-12-22.q42

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NEW QUESTION: 1

What is Strategic Framework? Please choose the correct answer.

- A. Defines a matrix that will map the likelihood of a event occurring against the impact that the event will have if it occurs
- B. Links the company's critical job roles to standard occupational groups
- C. Plans tactics to address the gaps identified in the workforce plan
- D. Defines the qualitative skills that the business sees as being important to business success for each job role

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

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

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

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 3

Which step of the Workforce Planning strategic plan provides the gap calculation?

Please choose the correct answer.

- A. Forecasting
- B. Strategic, Impact & Cost Modeling
- C. Action & Accountability
- D. Strategic Analysis

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

What does the Tree Security section of a WFA role configure?

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

Which analytics options do NOT apply to all measures in the Core Workforce and Mobility metrics pack? There are 2 correct answers to this question.

- A. Employment Level
- B. Separation Reason
- C. Managerial /Non-Managerial
- D. Recruitment Source

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

NEW QUESTION: 6

Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March?

There are 3 correct answers to this question.

- A. An employee hired on February 14
- B. An employee terminated on February 28
- C. An employee hired on April 1
- D. An employee terminated on March 31
- E. An employee terminated on March 20

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

NEW QUESTION: 7

In which tool do you relabel a WFA on SAP HANA dimension name? Please choose the correct answer.

- A. Admin Tools > Manage Workforce Analytics
- B. Admin > Measure Override

- C. Admin Tools > Dimension Editor
- D. Admin > Dimension Override

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Which of the following are key features of Workforce Analytics?

There are 2 correct answers to this question.

- A. Benchmarks
- B. Spotlight Views
- C. Actionable Analytics
- D. Ad-hoc reports

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

NEW QUESTION: 9

What permissions must you assign to enable the SF HCM user to view the Planning tab in the navigation menu?

Please choose the correct answer.

- A. Reports Permissions: Inform Reports
- B. Reports Permissions: Workforce Planning
- C. AnalyticsPermissions: Show Analytics
- D. Analytics Permissions: Show Planning

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

A customer's data questionnaire identifies the ethnic background source table as PA0077, and the source column as RACKY, and includes a list of 10 codes and mapped tables in the Notes/Example Column. How do you input this information into the specification template? There are 2 correct answers to this question.

- A. Include the 10 codes in the Ethnic Background table of the Code Mapping tab
- B. Include the 10 codes in the source column of the Analysis Options tab
- C. Include PA0077 RACKY in the source of the Hierarchy Options tab
- D. Include PA0077 RACKY in the source of the Analysis Options tab

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

NEW QUESTION: 11

What do you select first when building a new custom query? Please choose the correct answer.

- A. Time Period
- B. Measure
- C. Hierarchy
- D. Analysis Option

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

NEW QUESTION: 12

Which dimension type does Tree security apply to? Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

What is the metrics pack that is the foundation of Workforce Analytics implementations? Please choose the correct answer.

- A. Finance Management
- B. Payroll and Benefits
- C. Core Workforce and Mobility
- D. Recruiting

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

NEW QUESTION: 14

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

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

If the system includes uploaded/converted employee data from another system or version, what date is required from the customer for those employees?

Please choose the correct answer.

- A. Hire date
- B. Position tenure date
- C. Rehire date
- D. Date of birth

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Which of the following are controlled in the Permissions section of a role in SAP Success Factors Workforce Analytics? There are 3 correct answers to this question

- A. KPI page
- B. Site statistics
- C. Landing page
- D. Menu building
- E. Workforce planning

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

How is the enforcement of managing WFA permissions using Success Factors HCM role-based permission roles enabled?

Please choose the correct answer.

- A. In SuccessStore
- B. Din Manage Workforce Analytics
- C. By opening a ticket with Customer Success
- D. In upgrading Center

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

NEW QUESTION: 18

What is Strategic Analysis step?

Please choose the correct answer.

- A. You analyze the business strategy and external environment to anticipate the future state of the business
- B. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- C. You tie financial metrics to the results to model the impact
- D. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies

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

NEW QUESTION: 19

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

Please choose the correct answer.

- A. Measure to AO Metrix
- B. Code Mapping
- C. Base Inputs
- D. Hierarchy Options

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

NEW QUESTION: 20

Which document defines the SAP Success Factors data transformation process? Please choose the correct answer

- A. Specification Document
- B. Project Management Summary
- C. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- D. Data Questionnaire

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

NEW QUESTION: 21

Which of the following measures can be enabled when configuring Business Factors in the Forecast?

There are 3 correct answers to this question.

- A. Promotion Rate
- B. Movements Out Rate
- C. Vacancies
- D. Transfer Out Rate
- E. Hire Rate

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

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

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

NEW QUESTION: 23

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 Analytics Tiles and Dashboards permission

- B. Assign the Manage Workforce Analytics permission
- C. Assign the Query Workspace permission
- D. Assign the Analytics Workspace permission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

How do you configure an analysis option that uses dynamic sourcing? There are 2 correct answers to this question.

- A. Update the code list and descriptions in the Code Mapping tab
- B. Validate the description source table and column with the customer
- C. Validate the code mapping with the customer
- D. Remove "refer to the code mapping section for details of categories included" from the source column

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

NEW QUESTION: 25

You customer wants to know how many years of historical data they should transform. What does SAP SuccessFactors recommend ?

- A. Current year, plus 5 prior years of available
- B. Current year, plus 3 prior years of available
- C. Current year, plus 4 prior years of available
- D. Current year, plus 2 prior years of available

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Which item is associated with the Person Data section of the Data Questionnaire? Please choose the correct answer.

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

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

NEW QUESTION: 27

Which column on the Analysis tab in the Specification document provides the customer-specific logic for analysis options? Please choose the correct answer.

- A. Structural Type
- B. Data Source
- C. Analysis Type
- D. Dimension Category

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

How is the enforcement of managing WFA permissions using SuccessFactors HCMrole-based permission roles enabled?

Please choose the correct answer.

- A. In Manage Workforce Analytics
- B. By opening a ticket with Customer Success
- C. In upgrading Center
- D. In SuccessStore

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

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

Please choose the correct answer.

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

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

NEW QUESTION: 30

SAP SuccessFactors role-based permissions for SAP Successfactors Workforce Analytics have been enabled and a user is granted multiple roles. Each role assigned to this user has a unique tree security set up. What tree security is applied to this user within SAP Successfactors Workforce Analytics? Please choose the correct answer.

- A. The role with the most complex tree security
- B. The user's primary role tree security
- C. The role with the least complex tree security
- D. The union of all tree security from each role

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

Which tree securityaccess option allows a specific structural path that will be visible to be defined?

Please choose the correct answer.

- A. Hidden
- B. Limited
- C. Restricted
- D. None

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

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NEW QUESTION: 32

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

Please choose the correct answer.

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

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

NEW QUESTION: 33

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

There are 2 correct answersto this question.

- A. Other Movement
- B. Promotion
- C. Transfer
- D. Internal Movement

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

NEW QUESTION: 34

Which are output options of the Report Distributor?

There are 3 correct answers to this question.

- A. Run offline
- B. Text
- C. Publish to Web
- D. DFTP
- E. E-mail

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

NEW QUESTION: 35

Which topics are included in the introduction section of the Data Questionnaire?

There are 2 correct answers to this question

- A. Hires and rehires
- B. Years of history
- C. Reporting periods
- D. FTE

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

NEW QUESTION: 36

Which of the following actions/ functional permission control the ability to see the user maintenance option from the administration menu ?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

Which of the following project requirements must be met before the project can be handed over to the Technical Consultant team?

There are 2 correct answers to this question.

- A. The extract scripts have been developed and tested, if applicable for the data source
- B. Beta Site is verified by the customer
- C. Discrepancy reporting must be completed
- D. The Specification Document quality gate has been completed

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Based on SAP SuccessFactors recommendations, who should be the first person to review the beta site once it is published?

Please choose the correct answer.

- A. The SAP SuccessFactors strategy consultant
- B. The SAP SuccessFactors functional consultant
- C. The customer's data review team
- D. The customer's project manager

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

NEW QUESTION: 39

What permission group is assigned when using SuccessFactors HCM role-based permissions to manage WFA Permissions?

Please choose the correct answer.

- A. Analytics Permissions

- B. Reports Permission
- C. Manage System Properties
- D. Miscellaneous Permission

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

NEW QUESTION: 40

Which of the following are RBP Functional permissions that can be assigned to a RBP role? There are 3 correct answers to this question.

- A. Measure Restrictions
- B. User Maintenance
- C. Drill to Detail
- D. Workforce Planning Admin
- E. Tree Security

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

NEW QUESTION: 41

Which are valid ways a report can be directly accessed? There are 3 correct answers to this question

- A. Via the Online Report Designer workspace
- B. Via a link on the home page
- C. Via the Admin Tools
- D. Via the publishing tab
- E. Via Report Center

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

What does the Target Maintenance action / functional permission allow?

Please choose the correct answer.

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

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

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