

SAP.C-THR96-2111.v2022-12-11.q26

Exam Code:	C-THR96-2111
Exam Name:	SAP Certified Application Associate - SAP SuccessFactors Workforce Analytics Technical Consultant 2H/2021
Certification Provider:	SAP
Free Question Number:	26
Version:	v2022-12-11
# of views:	754
# of Questions views:	260
https://www.freeqas.com/qa/SAP/C-THR96-2111/SAP.C-THR96-2111.v2022-12-11.q26.html	

NEW QUESTION: 1

The following code is used for EOP headcount and SOP headcount:

```
If((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT %], 0). Which setting results in each measure produce different results?
```

- A. Aggregation type
- B. Measure override name
- C. Data type
- D. Standard measure

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct Answers to this question.

- A. The user has permission to upload SAP HANA templates.
- B. The user has permission to access WFA on HANA Data Factory.
- C. Single-sign on has been enabled in the instance.
- D. Advanced Reporting has been enabled in the instance.
- E. SAP SuccessFactors Employee Central has been enabled in the instance.

Answer: A,D,E (LEAVE A REPLY)

NEW QUESTION: 3

Which rollup types are available when a record is spliced? Note: There are 3 correct Answers to this question.

- A. Normal
- B. EOP
- C. Average
- D. SOP
- E. Prorata

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

NEW QUESTION: 4

What document is created from the responses to the Data Questionnaire?

- A. Specification document
- B. Discrepancy Report document
- C. Metrics Pack document
- D. Project Summary document

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

NEW QUESTION: 5

A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table. Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- A. Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column
- B. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column
- C. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- D. Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column

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

NEW QUESTION: 6

What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To create aggregations (or pivots) in data
- B. To add a level to the structure of a dimension
- C. To create custom measures
- D. To add additional logic to a base input measure or dimension

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

NEW QUESTION: 7

What information is available on the Load Status screen? Note: There are 2 correct Answers to this question.

- A. Filters (Type, Date, Status)
- B. Load history
- C. Client list
- D. Server load status

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

NEW QUESTION: 8

According to SAP best practices, at the start of the implementation project, which of the following documents are provided to the client? Note: There are 3 correct Answers to this question.

- A. Specification document.
- B. Project Summary document
- C. Metrics Pack document
- D. Data Questionnaire document
- E. Discrepancy Report document.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Where is the WFA Dimension Editor tool located?

- A. In SAP SuccessFactors Workforce Analytics Admin
- B. In WFA on HANA Admin
- C. In Admin Center
- D. In Provisioning

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

NEW QUESTION: 10

A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct Answers to this question.

- A. Add all fields used in measure calculation syntax into Drill to Detail.
- B. Create a new query in advanced reporting that returns the values derived for the base input measure.
- C. Temporarily disable Role-Based Permission for the data required to build the base input measure.
- D. Return all records from Drill to Detail and manually check the value against measure syntax.
- E. Create a dummy measure that returns all record from the same fact table.

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

NEW QUESTION: 11

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct Answers to this question.

- A. Emp Employment Info table
- B. Fo Pay Component T table
- C. Emp Job Info T table
- D. Fo Event Reason T table

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

NEW QUESTION: 12

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Type (Duration)
- B. Employment Type (Attendance)
- C. Employment Status
- D. Employment Level

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

NEW QUESTION: 13

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. payComponentRecurring
- B. employmentInfo
- C. complInfo
- D. jobInfo

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

NEW QUESTION: 14

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- B. To apply effective dating to an employee movement record
- C. To apply employee attributes that are sourced from concatenation of multiple source columns
- D. To set the value for Recruitment Source and Separation Reason Dimensions

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

NEW QUESTION: 15

Which table requires values for the columns Event and Event Reason lcode?

- A. Emp Employment Info
 - B. Emp Personal Info T
 - C. Emp Job Info T
 - D. Emp Paycomp Recurring T
- Answer: C (LEAVE A REPLY)**

NEW QUESTION: 16

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct Answers to this question.

- A. Tables can be sourced from a Lookup.
- B. It provides full support to calculate hires, movements, and terminations.
- C. Source table records can be spliced across time.
- D. It supports structural dimensions.
- E. Source records can be reduced to one active fact record for any point in time.

Answer: (SHOW ANSWER)

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NEW QUESTION: 17

What happens when you select a Standard Dimension when creating a new dimension?

Note: There are 2 correct Answers to this question.

- A. Nodes used in benchmarking are included.
- B. Standard labels are applied for internationalization.
- C. Initial dimension structure and dimension structure source are set.
- D. Label override configuration is provided.

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 18

What can you configure within the Dimension tab while you are configuring a Fact table?

Note: There are 2 correct Answers to this question.

- A. Measure/dimension arrangement
- B. Dimension structure source
- C. Dimension user permissions
- D. Dimension column

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

NEW QUESTION: 19

A customer has defined the following EVENT codes for their movement logic from EMP_JOB_INFO_T table: Hire is identified where EVENT External Code = H (Hire) and R(Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create to capture all employee movements for this customer? Note: There are 2 correct Answers to this question.

- A.** Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes
- B.** Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes
- C.** Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- D.** Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

Why would you suggest that a customer implement Workforce Analytics (WFA) on SQL Server instead of WFA on HANA? Note: There are 2 correct Answers to this question.

- A.** Because the customer needs to use WFA data in SAP Analytics Cloud
- B.** Because the customer needs to use analytics tiles in the Insights panel
- C.** Because the customer needs to use SAP ERP HCM as the data source
- D.** Because the customer needs to use strategic workforce planning

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

NEW QUESTION: 21

What are Derived Input Measures?

- A.** Breakdowns of measure values across administrative and geographic structures
- B.** Calculations of Base Input Measures and Derived Input Measures combined in formulas
- C.** Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- D.** Base Input Measures filtered by Dimensions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?

- A. WFA on HANA Admin
- B. WFA on HANA Data Factory
- C. SuccessFactors Admin
- D. Target Setting

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

Which of the following tools can you use to restrict user access to metrics and dimensions?

- A. WFA on HANA Data Factory
- B. Manage Permission Roles
- C. Report Center
- D. Manage Workforce Analytics

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct Answers to this question.

- A. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.
- B. Use Drill to Detail to compare source and target salary figures and currencies.
- C. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- D. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- E. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing; Component=component "Parent Child Convertor Workforce __ Organizational Unit" (28) ---> System.Exception: Duplicate id generated as 3631545_3639040_UNK_DIV. Here is the parent and child path for duplication - { LEVEL_1_ID='3631545' LEVEL_1_NAME='ROMPETROL DOWNSTREAM' LEVEL_2_ID='3631545_3639040' LEVEL_2_NAME='Supply Chain'. Why do you get this error?

- A. The Data Factory has a database connection error.
- B. The Organizational Unit structure does NOT link to employee records.

- C. The Organizational Unit structure is unable to access the table.
- D. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 26

What are the technical consultant's responsibilities during the SAP SuccessFactors Workforce Analytics implementation phase?

- A. Conduct customer training.
- B. Manage completion of beta site issues log.
- C. Create the data staging framework.
- D. Build the dashboard and verify.

Answer: C (LEAVE A REPLY)

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