

SAP.C_THR89_2105.v2022-03-15.q47

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NEW QUESTION: 1

Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach?

Please choose the correct answer.

- A. Create a Level 1 node that groups data into two categories US and non-US
- B. Use a combination of logic and code mapping to display null values as NOT Reported
- C. Use a combination of logic and code mapping to display null values as Unallocated
- D. Logic is not required, null values are automatically reported as Unallocated

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

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

Please choose the correct answer.

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

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

- A. Create a custom field
- B. Update a field
- C. Create a notification
- D. Generate an activity
- E. Send an e-mail

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

NEW QUESTION: 4

In headcount planning, who can create the plan template?

Please choose the correct answer.

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

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

NEW QUESTION: 5

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

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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 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: 7

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

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

D. Data Questionnaire

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

NEW QUESTION: 8

What is the file format for importing Report Templates? Please choose the correct answer.

- A. -HTML
- B. -TXT
- C. -CSV
- D. -XML

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Which of the following are reviewed in the Measures section of the specification document?

There are 3 correct answers to this question.

- A. Employment types
- B. Terminations
- C. Acquisitions
- D. Organization structures
- E. Movements

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

NEW QUESTION: 10

Which of the following actions / functional permissions control the ability to see the User Maintenance option from the Administration menu?

Please choose the correct answer.

- A. Edit User Roles
- B. Workforce Planning Admin
- C. Workforce Planning
- D. Edit Users

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

NEW QUESTION: 11

What is the forecasting step?

Please choose the correct answer

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

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

NEW QUESTION: 12

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

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

What does the Edit Custom Demand permission allow?

Please choose the correct answer.

- A. A user is permitted to assign risks to forecast outputs
- B. A user is permitted to model supply values
- C. A user is permitted to model demand values
- D. A user is permitted to model vacant or openposition values
- E. A user is permitted to model the impact of tactics

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

NEW QUESTION: 14

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. Provide site navigation training
- B. Assists in resolving beta site issues
- C. Set up initial test users and roles
- D. Organize and lead project welcome call
- E. Perform the data audit

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

NEW QUESTION: 15

Which features of Investigate are NOT available in Query Workspace? There are 2 correct answers to this question.

- A. View the query as a chart
- B. Select recommended metrics
- C. Use search for a dimension
- D. Create a custom measure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

What does the Target Maintenance 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. Manage document folders and upload documents to the Resources Page
- C. Set measure targets
- D. Override the measure or dimension name

Answer: C (LEAVE A REPLY)

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NEW QUESTION: 17

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

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

Answer: (SHOW ANSWER)

NEW QUESTION: 18

Your customer wants to know how many years of historical data they should transform. What does SAP Success Factors recommend?

Please choose the correct answer.

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 19

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

Please choose the correct answer.

- A. It Benchmark view
- B. Result Analytics view

- C. ResultInput view
- D. Result Table view

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

NEW QUESTION: 20

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

Please choose the correct answer.

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

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

NEW QUESTION: 21

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

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

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

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

NEW QUESTION: 23

Based on SAP Success Factors data standards, what event is considered a Termination-Other?

Please choose the correct answer.

- A. Death
- B. End of contract
- C. Relocation/transfer
- D. Early retirement

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Why might an organizational unit fall into the Unallocated category?

There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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

Answer: D ([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. Benchmark Line
- B. Trend Line
- C. Target Line
- D. Forecast Line

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

Which are output options of the Report Distributor?

There are 3 correct answers to this question.

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

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

NEW QUESTION: 28

In headcount planning, what is considered the baseline?

Please choose the correct answer.

- A. Total planned positions
- B. Existing positions
- C. Total plan positions minus total plan reductions
- D. Total planned reductions

Answer: B (LEAVE A REPLY)

NEW QUESTION: 29

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 30

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

Please choose the correct answer.

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 31

Which are output options of the report distributor? there are 3 correct answers

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

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

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NEW QUESTION: 32

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

Please choose the correct answer.

- A. Reports Permission
- B. Manage System Properties
- C. Analytics Permissions
- D. Miscellaneous Permission

Answer: C (LEAVE A REPLY)

NEW QUESTION: 33

What does the Settings section of a WFP role configure?

Please choose the correct answer

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 34

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. The Specification Document quality gate has been completed
- D. Discrepancy reporting must be completed

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 35

What is Strategic Analysis step?

Please choose the correct answer.

- A. You tie financial metrics to the results to model the impact
- B. You analyze the business strategy and external environment to anticipate the future state of the business

C. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies

D. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities

Answer: B (LEAVE A REPLY)

NEW QUESTION: 36

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

Please choose the correct answer.

A. Restricted input measure

B. Derived measure

C. Result measure

D. Base input measure

Answer: A (LEAVE A REPLY)

NEW QUESTION: 37

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

A. Admin > Measure Override

B. Admin Tools > Manage Workforce Analytics

C. Admin > Dimension Override

D. Admin Tools > Dimension Editor

Answer: C (LEAVE A REPLY)

NEW QUESTION: 38

What is Strategic Framework? Please choose the correct answer.

A. Links the company's critical job roles to standard occupational groups

B. Plans tactics to address the gaps identified in the workforce plan

C. Defines the qualitative skills that the business sees as being important to business success for each job role

D. Defines a matrix that will map the likelihood of a event occurring against the impact that the event willhave if L-' it occurs

Answer: B (LEAVE A REPLY)

NEW QUESTION: 39

Which column on theAnalysis tab in the Specification document provides the customer-specific logic for analysis options?

Please choose the correct answer.

A. Analysis Type

B. Structural Type

C. Dimension Category

D. Data Source

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.

- A. The inactive organizational units will still appear in the structure
- B. The structure is not suitable for trending purposes
- C. The data for a previous time period can be viewed in relation to reporting relationships at that time
- D. The number of employees in the Unallocated category increases over time

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

NEW QUESTION: 41

Why would you recommend to your customer to use dynamic sourcing of description for an analysis option?

There are 2 correct answers to this question.

- A. Dynamic sourcing allows customers to pick and choose which description names to use
- B. Dynamic sourcing updates underlying code values
- C. Dynamic sourcing updates the descriptions when changed in the core system
- D. Dynamic sourcing enables the use of benchmarked data

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

NEW QUESTION: 42

Which of the following are key features of Workforce Planning?

There are 3 correct answers to this question.

- A. Forecasting
- B. Risk Analysis
- C. Spotlight Views
- D. Ad-hoc reports
- E. Best Practice Strategy Bank

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

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: 45

What does the Tree Security section of a WFA role configure?
Please choose the correct answer.

- A. Defines exactly which data a user in this role will have access to
- B. Restricts access to measures from the measures contents menu and all tools
- 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: 46

When you create a new Workforce Planning strategic forecast, which optional metrics can you include? There are 2 correct answers to this question.

- A. Headcount
- B. Hire Rate
- C. Termination Rate
- D. Movements in Rate

Answer: B,D (LEAVE A REPLY)

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NEW QUESTION: 47

What document do the customer, functional consultant, and technical consultant use to communicate and provide examples of data problems that are found during user acceptance?
Please choose the correct answer.

- A. Discrepancy Report
- B. Data Questionnaire
- C. Data Specification
- D. Beta Site Issues Log

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

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