

## SAP.C\_THR96\_2111.v2023-07-20.q29

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### NEW QUESTION: 1

What tool on the WFA on HANA Data Factory home page do you use to configure measure and dimension combinations?

- A. Measure/Dimension Arrangement
- B. Dimension Editor
- C. Measures
- D. Dimensions

**Answer: A (LEAVE A REPLY)**

### NEW QUESTION: 2

In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- A. Set up Data Staging Framework
- B. Assist in Resolving Site Issues
- C. Deploy
- D. Prepare
- E. Realize

**Answer: E (LEAVE A REPLY)**

### NEW QUESTION: 3

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. SAP SuccessFactors Employee Central has been enabled in the instance.
- B. Single-sign on has been enabled in the instance.

- C. Advanced Reporting has been enabled in the instance.
- D. The user has permission to access WFA on HANA Data Factory.
- E. The user has permission to upload SAP HANA templates.

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

#### **NEW QUESTION: 4**

What is the purpose of a metrics pack?

- A. To provide a logical group of data items to generate related measures and reporting breakdowns
- B. To align with a Metadata Framework object
- C. To gather information on a customer's data sourcing requirements
- D. To form a blueprint of a customer's business logic

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 5**

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Set the Group for the Fact table to Inactive.
- B. Remove all standard measures from the Fact table.
- C. Remove all key mappings from the Fact table.
- D. Deselect the Active flag in the Edit Fact table.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 6**

To which measures does the following calculation apply?

if((in([%EMP\_JOB\_INFO\_T.EMPLOYMENT\_STATUS%], 'A','U','P') OR ISNULL([%EMP\_JOB\_INFO\_T.EMPLOYMENT\_STATUS%])), [%#CFT#.HEAD\_COUNT%], 0).

Note: There are

3 correct Answers to this question.

- A. SOP headcount
- B. FTE headcount
- C. Average headcount
- D. EOP headcount - inactive and other
- E. EOP headcount

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

#### **NEW QUESTION: 7**

Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct Answers to this question.

- A. Custom Measures
- B. Calculated Columns (Calculated Columns screen)

- C. Calculated Columns (Tables and Columns screen)
- D. Custom Dimensions

**Answer: A,B (LEAVE A REPLY)**

**NEW QUESTION: 8**

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

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

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 9**

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct Answers to this question.

- A. MDF custom objects are managed with tools in the Admin Center.
- B. Customer accounts have a limited number of custom MDF objects.
- C. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- D. MDF custom objects rely on XML-based configuration.

**Answer: A,B (LEAVE A REPLY)**

**NEW QUESTION: 10**

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below:  $\text{Retention Rate} = (\text{SOP Headcount} + \text{External Hires} - \text{Terminations}) / (\text{SOP Headcount} + \text{External Hires}) * 100$ . Note: There are 3 correct Answers to this question.

- A. Validate that the Termination measure produces the correct figure via Drill to Detail.
- B. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- C. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- D. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- E. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.

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

**NEW QUESTION: 11**

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

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

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

### **NEW QUESTION: 12**

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA?

Note: There are 2 correct Answers to this question.

- A.** Add the Effective Start Date column and the staging framework will calculate the end date by default.
- B.** Add the Effective End Date column and leave the Special Use Type option to None.
- C.** Add the Effective Start Date column and set the Special Use Type option to ToDate.
- D.** Add the Effective End Date column and set the Special Use Type option to ToDate.

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

### **NEW QUESTION: 13**

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

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

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

### **NEW QUESTION: 14**

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

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

### **NEW QUESTION: 15**

To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object. Where do you create the MDF object?

- A.** In Admin Center -> Configure Object Definitions
- B.** In Provisioning -> Edit Profile Meta Data

C. In Provisioning -> Import/Export Data Model

D. In Admin Center -> Manage Data

**Answer: A (LEAVE A REPLY)**

#### NEW QUESTION: 16

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base\_Salary, what value would be retained for that calculated column?

A. The value from all non-zero pay-component IDs would be retained separately.

B. The value from all pay component IDs would be retained separately.

C. The value from each pay component ID would be overwritten sequentially.

D. The value from each pay component ID would be summed.

**Answer: C (LEAVE A REPLY)**

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#### NEW QUESTION: 17

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. Fo Pay Component T table

B. Fo Event Reason T table

C. Emp Employment Info table

D. Emp Job Info T table

**Answer: (SHOW ANSWER)**

#### NEW QUESTION: 18

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error: System.ArgumentException: Item has already been added. Key in dictionary:

'[location].[location].[level1\_che\_zznostateprovince\_geneva]' Key being added:

'[location].[location].[level1\_che\_zznostateprovince\_geneva]' at

System.Collections.SortedList.Add(Object key, Object value) at

System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at  
Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath,  
Int32 depth, String caption) in. What is the cause of this error?

- A. 'geneva' has multiple parents in the data used to build the hierarchy.
- B. 'geneva' is a restricted word and CANNOT be used as an ID.
- C. 'Geneva' does NOT have a parent in the data used to build the hierarchy.
- D. 'geneva' has multiple IDs with different cases, for example 'Geneva' in the data.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 19**

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- A. Use the To Date Special Use Type on a date field.
- B. Use a calculated column called Effective Sequence.
- C. Use a calculated column to filter unwanted records.
- D. Use the Effective Sequence Special Use Type on a numeric field.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 20**

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table has time stamp attributes such as birth date and hire date.
- B. The table has only one record per object.
- C. The table has NO time stamp information.
- D. The table can have multiple time-bound records for each object.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 21**

In SAP SuccessFactors Employee Central, which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct Answers to this question.

- A. A customer has only standard event reason codes.
- B. A customer has only standard event codes.
- C. A customer has standard and custom event codes.
- D. A customer has standard and custom event reason codes.

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

#### **NEW QUESTION: 22**

What is the name of custom objects created with the Metadata Framework?

- A. Common objects
- B. Generic objects
- C. Foundation objects

D. EC objects

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

#### NEW QUESTION: 23

How do you add columns to the Workforce Fact table?

- A. Select columns in a table from the Tables and Columns screen.
- B. Add columns to a Workforce Analytics report.
- C. Add measures in the Measures tab.
- D. Select columns in a SQL statement in the Dimensions tab.

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 24

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

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 25

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 set the value for Recruitment Source and Separation Reason Dimensions
- D. To apply employee attributes that are sourced from concatenation of multiple source columns

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 26

Which of the following dimensions should NOT be turned on for Measure Hires?

- A. Separation Reasons
- B. Future Leader
- C. Gender
- D. Recruitment Source

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 27

What are Derived Input Measures?

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

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 28**

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error: System.ArgumentException: Item has already been added. Key in dictionary:

```
'[location].[location].[level1_che_zznostateprovince_geneva]' Key being added:  
'[location].[location].[level1_che_zznostateprovince_geneva]' at  
System.Collections.SortedList.Add(Object key, Object value) at  
System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at  
Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath,  
Int32 depth, String caption) in. How do you fix the error?
```

- A. Convert all 'geneva' into upper case in the SQL statement.
- B. Exclude 'geneva' from the hierarchy.
- C. Make sure 'geneva' has a unique single parent in the SQL statement.
- D. Ensure 'geneva' has a parent in the SQL statement.

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 29**

During an SAP SuccessFactors Workforce Analytics on SAP HANA configuration, when can you select the Termination event list?

- A. When adding a Termination measure
- B. When configuring Separation Reason Dimensions
- C. When creating Hires, Terminations, or Movements conditions
- D. When configuring Lookups for Event and/or Event Reasons

**Answer: C (LEAVE A REPLY)**

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