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NEW QUESTION: 1

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Prepare Explore Deploy Realize
- B. Prepare Explore Realize Deploy
- C. Discover Prepare Realize Deploy
- D. Discover Explore Deploy Realize

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

NEW QUESTION: 3

What are Restricted Input Measures?

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

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

NEW QUESTION: 4

What is the purpose of the Specification document?

- A. It contains customer responses to questions related to the implementation process.
- B. It provides a list of discrepancies between the customer's expected results and SAP results.
- C. It contains all business logic and source data locations for the implementation.
- D. It provides an overview of the implementation process.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

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 HrmI.DataObjects.HrmIOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

- A. Convert all
- B. Make sure
- C. Exclude
- D. Ensure

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

NEW QUESTION: 6

What is included in a Fact table? Note: There are 2 correct answers to this question.

- A. Employee details
- B. Hierarchy structure
- C. Only the most recent data change
- D. IDs to link to dimension tables

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

What can you use Dimension Editor for?

- A. Add, edit, or delete hierarchical dimensions.
- B. Modify the Position Org Chart and Org Chart views in SAP SuccessFactors Employee Central.
- C. Control the labels and groupings for manually maintained dimensions.
- D. Change the configuration of a generated dimension.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

What are some of the tasks you must perform to complete an SAP SuccessFactors Workforce Analytics on SAP HANA technical implementation? Note: There are 2 correct answers to this question.

- A. Create a custom report.
- B. Update the Data Specification document.
- C. Configure single sign-on.
- D. Configure the Drill-to-Detail display.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Which measures are examples of a Base Input measure? Note: There are 2 correct answers to this question.

- A. EOP Headcount
- B. Net Hire Ratio
- C. Terminations
- D. Terminations-Voluntary

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

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

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

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

NEW QUESTION: 11

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

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

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

NEW QUESTION: 12

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

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

NEW QUESTION: 13

You are building a Fact table for a customer with SAP SuccessFactors Workforce Analytics on SAP HANA.

What needs to be included in this table? Note: There are 3 correct answers to this question.

- A. Result measures
- B. Base input measures
- C. Analysis dimension IDs
- D. Structural dimension IDs
- E. Derived measures

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

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

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

NEW QUESTION: 15

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- A. Country-specific fields
- B. Custom fields
- C. Transient fields
- D. Standard fields

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

NEW QUESTION: 16

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

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

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 17

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

Answer: (SHOW ANSWER)

NEW QUESTION: 18

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- A. Select each measure listed above and turn on the missing dimensions respectively.
- B. Select each required dimension listed above and turn on the missing measures respectively.
- C. Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- D. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 19

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

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 20

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 21

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 1 Event list: Hire, Termination, Promotion, Transfer, 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 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

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 additional logic to a base input measure or dimension
- C. To create custom measures
- D. To add a level to the structure of a dimension

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

NEW QUESTION: 23

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: 24

What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- A. Job Information
- B. Employment Information
- C. Person Information
- D. Biographical Information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

Which of the following describes a structural dimension? Note: There are 2 correct answers to this question.

- A. It can be configured for benchmarking.
- B. It can be used to configure role-based permissions.
- C. It can be built with parent/child relationship data.
- D. It can have NO more than 12 levels.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

When you set up SAP SuccessFactors Workforce Analytics on SAP HANA, which field do you use as the primary person identifier when you implement an SAP SuccessFactors Employee Central customer?

- A. Emplid
- B. Pernr
- C. Person ID
- D. Users Sys ID

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

NEW QUESTION: 27

What is the purpose of a metrics pack?

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

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

NEW QUESTION: 28

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

- A. externalName
- B. externalCode
- C. Code
- D. effectiveStartDate

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

NEW QUESTION: 29

Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarches greyed out?

- A. The hierarchy is a generated structure based on SQL statement.
- B. The build of the hierarchy did NOT complete.
- C. The code to build the hierarchy is invalid.
- D. The checkbox to enable code mapping editing is NOT selected.

Answer: (SHOW ANSWER)

NEW QUESTION: 30

Which of the following describes an analytical dimension? Note: There are 2 correct answers to this question.

- A. It can be built with parent/child relationship data.

- B. It can be used to configure role-based permissions.
- C. It can have NO more than 6 levels.
- D. It can be configured for benchmarking.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 31

What are the foundations of an Analytics Cube? Note: There are 2 correct answers to this question.

- A. Extract tables
- B. Fact tables
- C. SAP SuccessFactors Employee Central
- D. Dimension tables

Answer: (SHOW ANSWER)

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NEW QUESTION: 32

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

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

NEW QUESTION: 33

Which of the following functions are managed in the WFA on HANA Data Factory tool? Note: There are 3 correct answers to this question.

- A. Enable/disable measures and dimensions for the instance.
- B. Import/export reports for a backup or to use in another instance.

- C. Enable/disable incremental processing and frequency and start an out-of-cycle incremental build.
- D. Enable/disable role-based permissions for the instance.
- E. Import/export the configuration for a backup or to use in another instance.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

What can you use the Edit SQL button for when you add a dimension in the Dimensions screen? Note: There are 2 correct answers to this question.

- A. To source the list of benchmarked dimension nodes from customer data
- B. To source the hierarchy of dimension nodes from customer data
- C. To source the labels for dimension nodes from customer data
- D. To source the employees who are mapped to dimension nodes in customer data

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

NEW QUESTION: 35

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

- A. Emp Employment Info
- B. Emp Job Info T
- C. Emp Paycomp Recurring T
- D. Emp Personal Info T

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

How does the Realize phase differ when implementing an SAP SuccessFactors Workforce Analytics on SAP HANA customer, compared to a traditional implementation? Note: There are 2 correct answers to this question.

- A. The beta/alpha site is published early in the process.
- B. Issues are addressed after the beta site is published.
- C. The beta/alpha site is published at the end of the process.
- D. Issues are addressed periodically throughout the implementation process.

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

NEW QUESTION: 37

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

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

NEW QUESTION: 38

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. Label override configuration is provided.
- C. Standard labels are applied for internationalization.
- D. Initial dimension structure and dimension structure source are set.

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

NEW QUESTION: 39

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

There are 2 correct answers to this question.

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

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

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