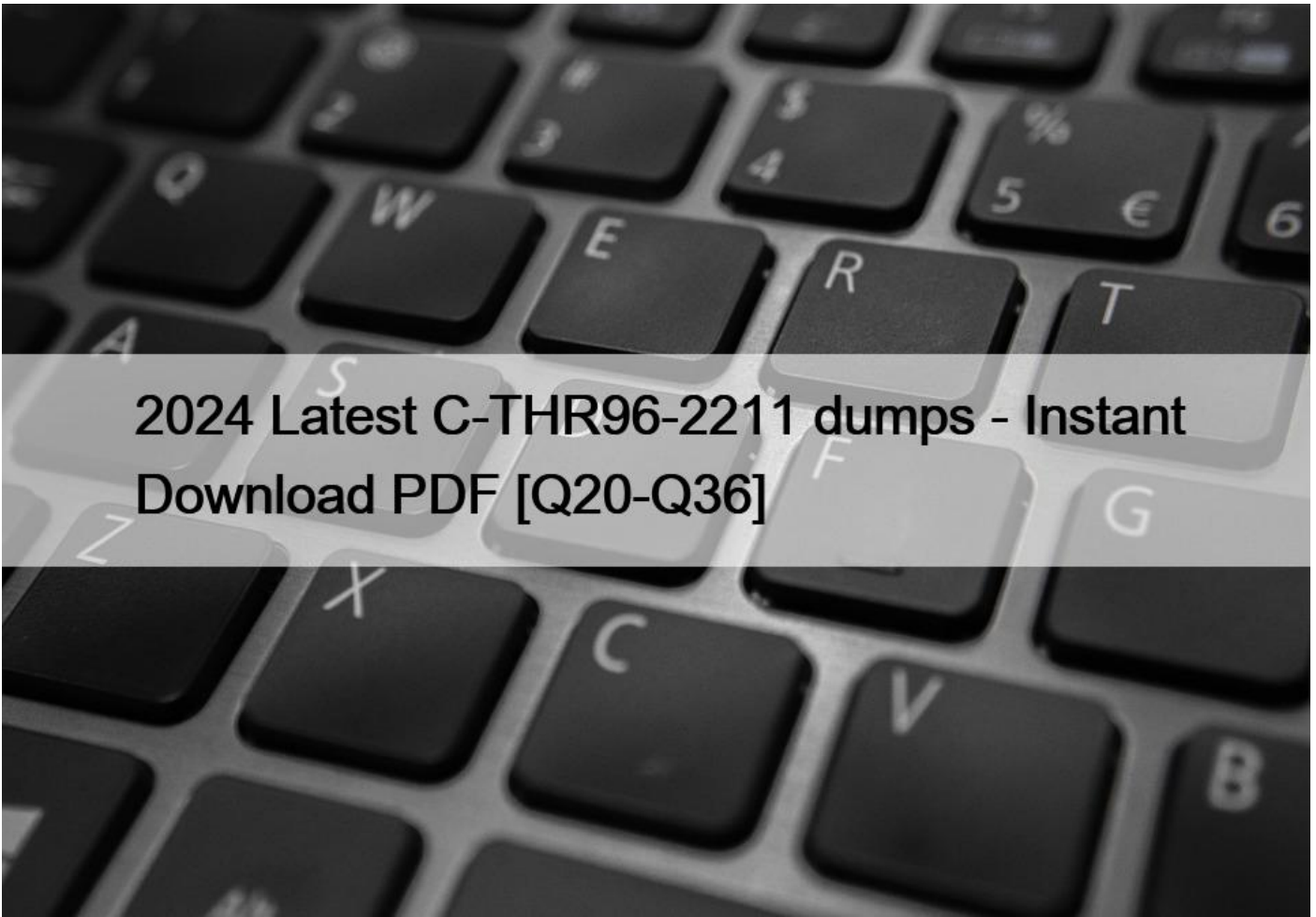


2024 Latest C-THR96-2211 dumps - Instant Download PDF [Q20-Q36]



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NO.20 What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

- * externalCode
- * Code
- * externalName
- * effectiveStartDate

NO.21 How do you add columns to the Workforce Fact table?

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

NO.22 Which rollup types are available when a record is spliced? Note: There are 3 correct answers to this question.

- * Normal

- * Prorata
- * SOP
- * Average
- * EOP

NO.23 How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- * Standard fields
- * Transient fields
- * Custom fields
- * Country-specific fields

NO.24 In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- * Set up Data Staging Framework
- * Assist in Resolving Site Issues
- * Realize
- * Prepare
- * Deploy

NO.25 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?

- * In Admin Center -> Configure Object Definitions
- * In Provisioning -> Import/Export Data Model
- * In Admin Center -> Manage Data
- * In Provisioning -> Edit Profile Meta Data

NO.26 What is used in SAP SuccessFactors Employee Central to determine the most recent record for an employee if there are multiple update records in a day?

- * Last modified timestamp
- * Transaction sequence
- * Created Date
- * Event

NO.27 Which of the following dimensions should NOT be turned on for Measure Hires?

- * Separation Reasons
- * Future Leader
- * Gender
- * Recruitment Source

NO.28 What document is created from the responses to the Data Questionnaire?

- * Specification document
- * Discrepancy Report document
- * Project Summary document
- * Metrics Pack document

NO.29 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.

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

NO.30 Which table requires values for the columns Event and Event Reason Icode?

- * Emp Employment Info
- * Emp Paycomp Recurring T
- * Emp Personal Info T
- * Emp Job Info T

NO.31 What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure? Note: There are 3 correct answers to this question.

- * The SQL statement returns the external code and employee data uses the external code.
- * The SQL statement returns the internal code and employee data uses the external code.
- * The SQL statement returns the external code and employee data uses the internal code.
- * Leaf node descriptions generated via SQL do NOT match the values returned in the data.
- * Leaf node IDs generated via SQL do NOT match the values returned in the data.

NO.32 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.

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

NO.33 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?

- * Person ID
- * Users Sys ID
- * Emplid
- * Pernr

NO.34 What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct answers to this question.

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

NO.35 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.

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

NO.36 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?

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

SAP SuccessFactors Workforce Analytics Tool is a powerful data analysis and visualization tool that helps organizations optimize workforce performance and profitability. The tool provides insights into workforce data, including workforce demographics, employee engagement, and workforce productivity. With the SAP SuccessFactors Workforce Analytics Tool, organizations can make data-driven decisions that optimize workforce performance and profitability.

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