

[Full-Version 2023 New C_THR96_2111 Actual Exam Dumps, SAP Practice Test [Q34-Q52]



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QUESTION 34

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

- * Employment Type (Attendance)
- * Employment Status
- * Employment Type (Duration)
- * Employment Level

QUESTION 35

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

- * SuccessFactors Admin
- * WFA on HANA Admin
- * WFA on HANA Data Factory

- * Target Setting

QUESTION 36

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.

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

QUESTION 37

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

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

QUESTION 38

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.

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

QUESTION 39

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.

- * Specification document.
- * Project Summary document
- * Discrepancy Report document.
- * Metrics Pack document
- * Data Questionnaire document

QUESTION 40

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.

QUESTION 41

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

QUESTION 42

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

- * It can be configured for benchmarking.
- * It can have NO more than 6 levels.
- * It can be built with parent/child relationship data.
- * It can be used to configure role-based permissions.

QUESTION 43

What is a flat dimension structure type?

- * A type of structure that requires all employees to link to the leaf nodes
- * A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
- * A type of structure that has each level ID and name sourced as columns from a SQL statement or table
- * A type of structure that has all nodes on the first level

QUESTION 44

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

Note: There are 2 correct Answers to this question.

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

QUESTION 45

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct Answers to this question.

- * A consultant can add multiple pay component IDs into the same calculated column to track them.
- * Destination Currency is specified in the `“Default Currency Code”` field.
- * Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- * If multiple pay component IDs are specified in the `‘Base Salary’` calculated column, they will overwrite each other’s figure based on the effective date.

QUESTION 46

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?

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

- * The value from each pay component ID would be summed.
- * The value from each pay component ID would be overwritten sequentially.
- * The value from all pay component IDs would be retained separately.

QUESTION 47

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

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

QUESTION 48

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.

QUESTION 49

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.

- * SOP headcount
- * Average headcount
- * EOP headcount
- * EOP headcount – inactive and other
- * FTE headcount

QUESTION 50

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

QUESTION 51

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

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

QUESTION 52

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct Answers to this question.

- * Used to group Hires, Movements or Terminations
- * Returns true/false based on an event
- * A filter to exclude Hires, Movements or Terminations
- * Used in a calculation to capture Hires, Movements or Terminations

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