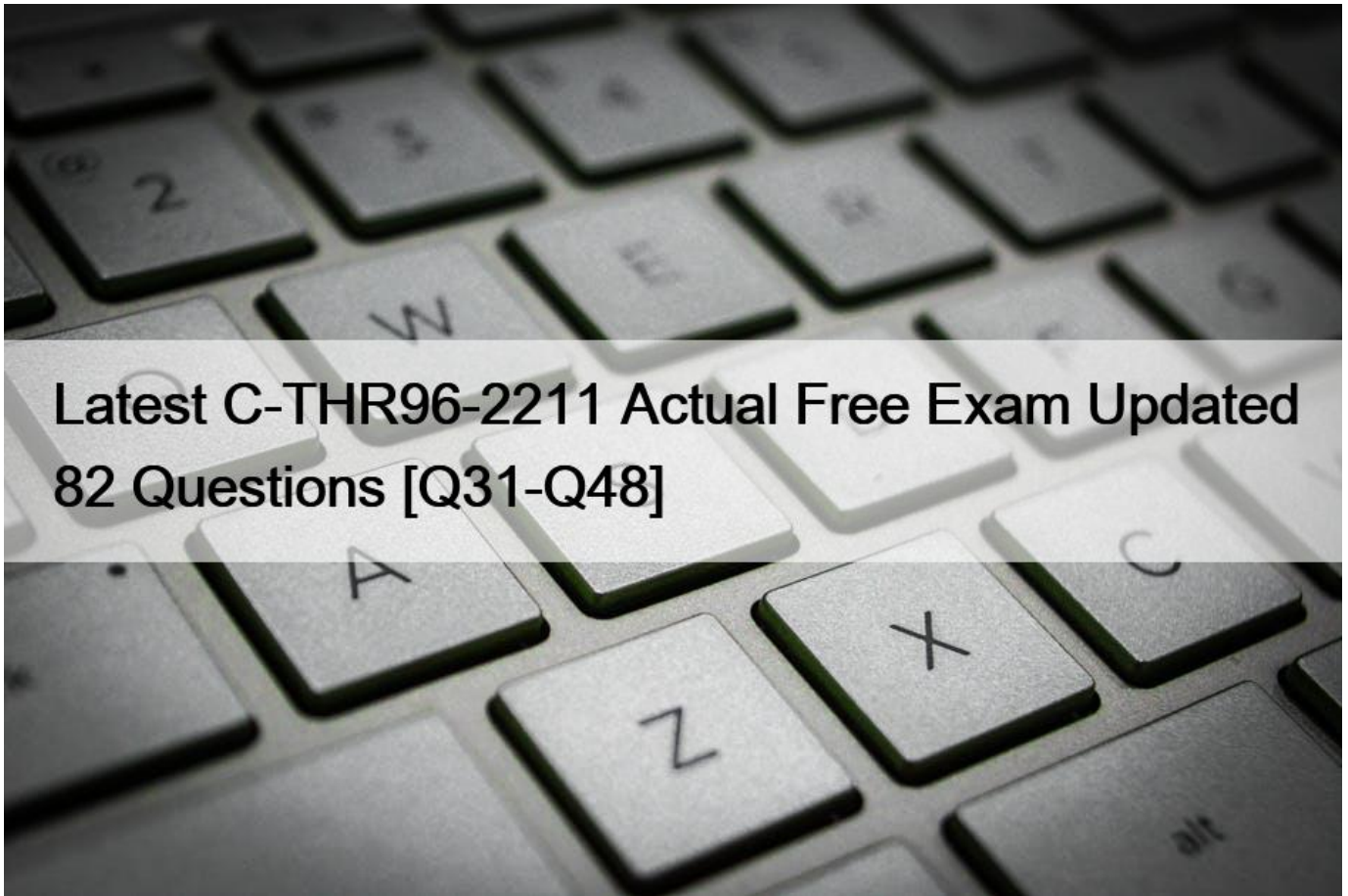


Latest C-THR96-2211 Actual Free Exam Updated 82 Questions [Q31-Q48]



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NEW QUESTION 31

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.

NEW QUESTION 32

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.

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

NEW QUESTION 33

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

NEW QUESTION 34

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

NEW QUESTION 35

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.

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

NEW QUESTION 36

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

- * Dimensions
- * Dimension Editor
- * Measure/Dimension Arrangement
- * Measures

NEW QUESTION 37

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.

- * Validate that the External Hires measure produces the correct figure via Drill to Detail.
- * Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.

- * Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- * Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- * Validate that the Termination measure produces the correct figure via Drill to Detail.

NEW QUESTION 38

What can you use Dimension Editor for?

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

NEW QUESTION 39

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- * employmentInfo
- * jobInfo
- * payComponentRecurring
- * compInfo

NEW QUESTION 40

What are Restricted Input Measures?

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

NEW QUESTION 41

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.

NEW QUESTION 42

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

- * Only the most recent data change
- * Employee details
- * Hierarchy structure
- * IDs to link to dimension tables

NEW QUESTION 43

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:

at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at Hrm1.DataObjects.Hrm1OrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. What is the cause of this error?

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

NEW QUESTION 44

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

NEW QUESTION 45

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- * Job Information
- * Contact Information
- * Address Information
- * Compensation Information

NEW QUESTION 46

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

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

NEW QUESTION 47

How do you implement Promotion Out, Demotion Out, and Transfer Out metrics? Note: There are 3 correct answers to this question.

- * Configure Event List and Hire, Movement, Terms
- * Configure measure Movement Out.
- * Configure measure Movement In.
- * Map nodes into corresponding categories in the Separation Reason dimension.
- * Map nodes into corresponding categories in the Recruitment Source dimension.

NEW QUESTION 48

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

- * Separation Reasons
- * Future Leader

- * Gender
- * Recruitment Source

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