

SAP.C-THR89-2405.v2025-01-14.q45

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NEW QUESTION: 1

What does the Measure Restrictions section of a WFA role configure?

Please choose the correct answer.

- A. Restricts access to measures from the measures contents menu and all tools on site
- B. Defines the tools and dimensions available to the user
- C. Defines the Start Page and any menu restrictions
- D. Defines exactly which data a user in this role will have access to

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

What permission is required to subscribe other users to Headlines? Please choose the correct answer.

- A. Headlines Management
- B. Report Administrator
- C. Headlines Admin
- D. Headlines

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

Based on SAP Success Factors data standards, what event is considered a Termination-Other?

Please choose the correct answer.

- A. Early retirement
- B. Relocation/transfer
- C. Death

D. End of contract

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

Which items are NOT included in the standard FTE measure?

There are 2 correct answers to this question.

- A. Overtime
- B. Fixed-term contract employees paid through payroll
- C. Interns
- D. Workers paid by third party

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

NEW QUESTION: 5

Which step of the Workforce Planning strategic plan provides the gap calculation?

Please choose the correct answer.

- A. Strategic Analysis
- B. Forecasting
- C. Action & Accountability
- D. Strategic, Impact & Cost Modeling

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

NEW QUESTION: 6

What does the Edit Measure Overrides action / functional permission allow?

Please choose the correct answer.

- A. View details of which users are logging into the site and which pages they visit
- B. Rename the measure or dimension label
- C. Manage document folders and upload documents to the Resources Page
- D. Set measure targets

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

NEW QUESTION: 7

What task is completed during the Explore phase of the project?

Please choose the correct answer.

- A. Staging & Verification
- B. Data Transfer
- C. Copy to Production
- D. Data Questionnaire

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

NEW QUESTION: 8

What time structure type includes all nodes that have been active through a period of time?

Please choose the correct answer.

- A. Current Period
- B. Historical Period
- C. Point in Time
- D. Span of Time

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

NEW QUESTION: 9

What is Strategic Analysis step?

Please choose the correct answer.

- A. You analyze the business strategy and external environment to anticipate the future state of the business
- B. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- C. You tie financial metrics to the results to model the impact
- D. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies

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

NEW QUESTION: 10

How can you edit demand values in a demand table? There are 3 correct answers to this question.

- A. Apply a demand model
- B. Adjust values by a fixed amount
- C. Adjust values by applying an average
- D. Adjust values by applying a percentage change
- E. Overwrite values

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.

- A. The number of employees in the Unallocated category increases over time
- B. The data for a previous time period can be viewed in relation to reporting relationships at that time
- C. The structure is not suitable for trending purposes
- D. The inactive organizational units will still appear in the structure

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

NEW QUESTION: 12

What do you select first when building a new custom query? Please choose the correct answer.

- A. Hierarchy
- B. Time Period
- C. Analysis Option
- D. Measure

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

NEW QUESTION: 13

Based on SAP SuccessFactors recommendations, who should be the first person to review the beta site once it is published?

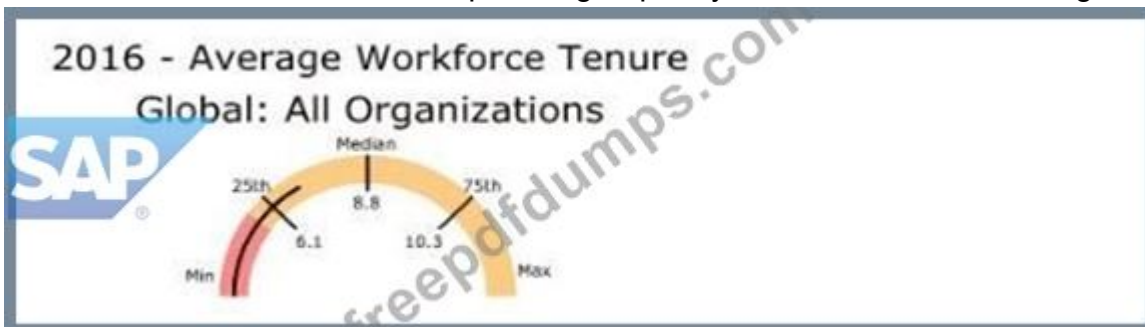
Please choose the correct answer.

- A. The SAP SuccessFactors functional consultant
- B. The customer's project manager
- C. The customer's data review team
- D. The SAP SuccessFactors strategy consultant

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

NEW QUESTION: 14

You need to include benchmark data in a custom report created in Report Center that looks like the screenshot below. What component group do you use to create this image?



- A. Image
- B. Data Source
- C. Chart
- D. Gauge

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

NEW QUESTION: 15

What is the purpose of Query Workspace?

Please choose the correct answer.

- A. To create custom reports
- B. To analyze trends across multiple measures and dimensions by applying fundamental statistical methods
- C. To build queries that combine multiple measures and multiple analysis dimensions into a single view

D. To deliver insights from workforce analytic data automatically that is communicated in simple human language

E. To automate the report delivery process

Answer: C (LEAVE A REPLY)

NEW QUESTION: 16

Your customer wants to know how many years of historical data they should transform. What does SAP Success Factors recommend?

Please choose the correct answer.

A. Current year, plus 5 prior years if available

B. Current year, plus 3 prior years if available

C. Current year, plus 4 prior years if available

D. Current year, plus 2 prior years if available

Answer: (SHOW ANSWER)

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NEW QUESTION: 17

In SAP SuccessFactors role-based permissions, in what section of User Permissions do you configure SAP SuccessFactors Workforce Analytics functional and optional permissions?

Please choose the correct answer.

A. Reports permissions

B. SAP system configuration

C. General user permissions

D. Analytics permission

Answer: D (LEAVE A REPLY)

NEW QUESTION: 18

Which tool is used to search for any parts of the report template definition that may not match the configuration of the target instance?

Please choose the correct answer

A. Role & User Validation

B. Site Statistics

C. Data Capture

D. Report Validation

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

NEW QUESTION: 19

Which features of Investigate are NOT available in Query Workspace? There are 2 correct answers to this question.

- A. Select recommended metrics
- B. Create a custom measure
- C. Use search for a dimension
- D. View the query as a chart

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

When you build a strategic forecast, what values populate the demand values for the scenarios in the demand table? Please choose the correct answer.

- A. Demand model values associated with the scenario
- B. All values are set to zero
- C. Starting headcount increased for the historical external hire rate
- D. Starting headcount for the workforce breakdown

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

NEW QUESTION: 21

You customer wants to know how many years of historical data they should transform. What does SAP SuccessFactors recommend ?

- A. Current year, plus 2 prior years of available
- B. Current year, plus 4 prior years of available
- C. Current year, plus 3 prior years of available
- D. Current year, plus 5 prior years of available

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

NEW QUESTION: 22

Which of the following are RBP Functional permissions that can be assigned to a RBP role? There are 3 correct answers to this question.

- A. Drill to Detail
- B. Tree Security
- C. Workforce Planning Admin
- D. User Maintenance
- E. Measure Restrictions

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

NEW QUESTION: 23

Which of the following measures can be enabled when configuring Business Factors in the Forecast?

There are 3 correct answers to this question.

- A. Promotion Rate
- B. Hire Rate
- C. Vacancies
- D. Transfer Out Rate
- E. Movements Out Rate

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

When undertaking workforce planning, most businesses will have decided how they want to group individuals within the workforce for the purposes of future planning. How does WFP identify these groupings?

Please choose the correct answer.

- A. Capabilities
- B. Forecasts
- C. Dimensions
- D. Structure

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

NEW QUESTION: 25

Which of the following are NOT found on the Extract Tables tab of the Specification Document?

Please choose the correct answer.

- A. Tabic name
- B. Frequency
- C. Mapping level
- D. Extract type

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

NEW QUESTION: 26

What type of measure is NOT available from the standard measures pages?

Please choose the correct answer.

- A. Base input measure
- B. Derived measure
- C. Result measure
- D. Restricted input measure

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

NEW QUESTION: 27

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- A. Acquisitions
- B. Involuntary terminations
- C. Retirements
- D. Voluntary terminations
- E. External supply

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

NEW QUESTION: 28

A customer is concerned about maintaining custom reports if an employee who created the reports leaves the team. What options are available to the customer to manage and update reports created by a departing employee?

Please choose the correct answer.

- A. Move the reports to another employee's folder in Report Designer
- B. Change ownership of the reports in Report Designer to another employee
- C. Assign another employee to the Report Designer Admin permission
- D. Share the reports with another employee in Report Designer

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

NEW QUESTION: 29

When you select the Report By filter, what type of dimension category is used to segment data?

Please choose the correct answer.

- A. Structural
- B. Time
- C. Tenure
- D. Employment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

Which of the following are valid types of dimensions? There are 3 correct answers to this question.

- A. Analysis
- B. Result
- C. Structural
- D. Input
- E. Time

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- A. Critical Job Roles
- B. Employment Type
- C. Recruitment Source
- D. Employment Status

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

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NEW QUESTION: 32

Which of the following are needed to complete the FTP configuration for the Report Distributor?

There are 3 correct answers to this question.

- A. IP Address
- B. Delivery hours
- C. FTP Protocol
- D. Username & Password
- E. File Format

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

NEW QUESTION: 33

In Action Planning, an activity is associated with one:

Please choose the correct answer.

- A. Strategy
- B. Priority
- C. Tactic
- D. Risk

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

You create a forecast for North America that includes four child nodes: Mid West, North East, South, and West. When you access the demand model, you CANNOT edit the North America values (see screenshot).

You verify that you have Workforce Planning Admin permission. What must you do to allow editing of the North America demand values?

Job Family	2016 Headcount	Demand Forecast	
		To 2019	To 2021
		Primary Scenario	Primary Scenario
Business Ops Profs	1195	1195	1195
Engr/Science Profs	2	2	2
Supervisors/Leaders	33	33	33
Total	1230	1230	1230

- A. Configure your account with Edit Demand permission.
- B. Configure your account with Edit Custom Demand permission.
- C. Enable Summation Level Editing.
- D. Rebuild the forecast, selecting the North America node on the Set Structure tab.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 35

Which of the following security items are NOT currently transitioned into SAP Success Factors Workforce Analytics with SAP Success Factors role-based permissions roles? There are 3 correct answers to this question.

- A. Measure restrictions
- B. Reporting positions
- C. Measure classifications
- D. Select a start page
- E. Dimension restrictions

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

NEW QUESTION: 36

How is the enforcement of managing WFA permissions using SuccessFactors HCM role-based permission roles enabled?

Please choose the correct answer.

- A. In upgrading Center
- B. In Manage Workforce Analytics
- C. In SuccessStore
- D. By opening a ticket with Customer Success

Answer: B (LEAVE A REPLY)

NEW QUESTION: 37

Which action / functional permission controls the ability to perform report transfers? Please choose the correct answer.

- A. Report Transfer
- B. Detailed Reporting
- C. Report Distributor
- D. Report - Canvas Designer Admin

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Based on SAP Success Factors data standards, what Employment Status analysis option value is considered active?

Please choose the correct answer.

- A. Retired - Pension Administration
- B. Paid Leave
- C. Retired with Pay
- D. Short Work Break

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 39

What is the forecasting step?

Please choose the correct answer

- A. You analyze the business strategy and external environment to anticipate the future state of the business
- B. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- C. You tie financial metrics to the results to model the impact
- D. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities

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

NEW QUESTION: 40

How do you configure an analysis option that uses dynamic sourcing? There are 2 correct answers to this question.

- A. Update the code list and descriptions in the Code Mapping tab
- B. Validate the description source table and column with the customer
- C. Remove "refer to the code mapping section for details of categories included" from the source column
- D. Validate the code mapping with the customer

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

What is the metrics pack that is the foundation of Workforce Analytics implementations?

Please choose the correct answer.

- A. Payroll and Benefits
- B. Recruiting
- C. Core Workforce and Mobility
- D. Finance Management

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

You are trying to delete a role, but receive an error. What is preventing you from deleting this role?

Please choose the correct answer.

- A. Reports are shared with the role
- B. The role still has users attached to it
- C. A role CANNOT be deleted once it is created
- D. The role has measure restrictions

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

NEW QUESTION: 43

Workforce plans will typically represent the business hierarchy or, alternatively, its geographical locations used to report on the workforce.

How does WFP identify these units?

Please choose the correct answer.

- A. Structure
- B. Capabilities
- C. Forecasts
- D. Dimensions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

Permissions assigned to general users can be applied to which level(s)? Please choose the correct answer.

- A. Dimensions
- B. Only the whole forecast
- C. Scenarios
- D. Structures

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

NEW QUESTION: 45

What type of measure does NOT have Drill to Detail capability?

Please choose the correct answer.

- A. Base input measure
- B. Result measure

C. Derived input measure

D. Custom measure

Answer: ([SHOW ANSWER](#))

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