

SAP.C-THR96-2205.v2022-12-20.q26

Exam Code:	C-THR96-2205
Exam Name:	Certified Application Associate - SAP SuccessFactors Workforce Analytics Technical Consultant 1H/2022
Certification Provider:	SAP
Free Question Number:	26
Version:	v2022-12-20
# of views:	823
# of Questions views:	260
https://www.freepdfdumps.com/SAP.C-THR96-2205.v2022-12-20.q26.html	

NEW QUESTION: 1

What are Restricted Input Measures?

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

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

NEW QUESTION: 2

How do you add columns to the Workforce Fact table?

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

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

NEW QUESTION: 3

During an SAP SuccessFactors Workforce Analytics on SAP HANA configuration, when can you select the Termination event list?

- A. When creating Hires, Terminations, or Movements conditions
- B. When configuring Separation Reason Dimensions
- C. When adding a Termination measure
- D. When configuring Lookups for Event and/or Event Reasons

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

NEW QUESTION: 4

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

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

NEW QUESTION: 5

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.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P -

Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

A. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

B. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

C. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions

D. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions

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

NEW QUESTION: 8

When would you use a Lookup?

A. When a dimension needs a description from the Label table

B. When the Hire Date is sourced from a different date column for the system upload event

C. When exclusion logic is based on an external code value of a foundation object

D. When a dimension is sourced from a combination of multiple columns

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

NEW QUESTION: 9

Which rollout types are available when a record is spliced? Note: There are 3 correct answers to this question.

A. Normal

B. EOP

C. SOP

D. Prorata

E. Average

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

NEW QUESTION: 10

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.

A. Because the customer needs to use SAP ERP HCM as the data source

B. Because the customer needs to use analytics tiles in the Insights panel

C. Because the customer needs to use strategic workforce planning

D. Because the customer needs to use WFA data in SAP Analytics Cloud

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

NEW QUESTION: 11

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

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

NEW QUESTION: 12

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

What are Derived 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. Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal

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

NEW QUESTION: 14

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

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

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

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

NEW QUESTION: 15

What is a flat dimension structure type?

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

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 16

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

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

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

Valid C-THR96-2205 Dumps shared by Actual4test.com for Helping Passing C-THR96-2205 Exam! Actual4test.com now offer the **newest C-THR96-2205 exam dumps**, the Actual4test.com C-THR96-2205 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR96-2205 dumps with Test Engine here: https://www.actual4test.com/C-THR96-2205_examcollection.html (80 Q&As Dumps, **30%OFF** Special Discount: **Freepdfdumps**)

NEW QUESTION: 17

What document is created from the responses to the Data Questionnaire?

- A. Project Summary document
- B. Discrepancy Report document
- C. Specification document
- D. Metrics Pack document

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

NEW QUESTION: 18

What is the name of custom objects created with the Metadata Framework?

- A. Foundation objects
- B. Generic objects
- C. Common objects
- D. EC objects

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

NEW QUESTION: 19

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

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

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

NEW QUESTION: 20

What happens when the Primary Person ID and Secondary Person ID Special Use Type properties are set on a single table?

- A. A relationship is defined for a parent (primary)/child (secondary) relationship for a supervisor structure.
- B. A Lookup is created in the Lookup tab to join tables with Primary Person ID to a Secondary Person ID(s).
- C. A mapping is created between an employee's identifier and the employee's assignment(s).
- D. A mapping is created between the Primary Person within a position and Secondary Person(s) within that position.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

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

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

NEW QUESTION: 22

What is the purpose of a metrics pack?

- A. To gather information on a customer's data sourcing requirements
- B. To form a blueprint of a customer's business logic

- C. To align with a Metadata Framework object
- D. To provide a logical group of data items to generate related measures and reporting breakdowns

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

NEW QUESTION: 23

What is the purpose of the Specification document?

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

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

NEW QUESTION: 24

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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

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

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

NEW QUESTION: 26

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.

- A. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- B. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.

- C. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- D. Use Drill to Detail to compare source and target salary figures and currencies.
- E. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.

Answer: ([SHOW ANSWER](#))

Valid C-THR96-2205 Dumps shared by Actual4test.com for Helping Passing C-THR96-2205 Exam! Actual4test.com now offer the **newest C-THR96-2205 exam dumps**, the Actual4test.com C-THR96-2205 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR96-2205 dumps with Test Engine here: https://www.actual4test.com/C-THR96-2205_examcollection.html (80 Q&As Dumps, **30%OFF** Special Discount: **Freepdfdumps**)