

## C\_THR96\_2111 Certification Overview - [May 15, 2023 Latest C\_THR96\_2111 PDF Dumps [Q19-Q40]



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### NEW QUESTION 19

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

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

### NEW QUESTION 20

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

- \* Specification document
- \* Discrepancy Report document

- \* Project Summary document
- \* Metrics Pack document

### NEW QUESTION 21

You are building a Fact table for a customer with SAP SuccessFactors Workforce Analytics on SAP HANA.

What needs to be included in this table? Note: There are 3 correct Answers to this question.

- \* Analysis dimension IDs
- \* Base input measures
- \* Result measures
- \* Structural dimension IDs
- \* Derived measures

### NEW QUESTION 22

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

- \* Generic objects
- \* EC objects
- \* Common objects
- \* Foundation objects

### NEW QUESTION 23

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct Answers to this question.

- \* It supports structural dimensions.
- \* It provides full support to calculate hires, movements, and terminations.
- \* Source records can be reduced to one active fact record for any point in time.
- \* Source table records can be spliced across time.
- \* Tables can be sourced from a Lookup.

### NEW QUESTION 24

Which of the following functions are managed in the WFA on HANA Data Factory tool? Note: There are 3 correct Answers to this question.

- \* Enable/disable measures and dimensions for the instance.
- \* Enable/disable role-based permissions for the instance.
- \* Import/export the configuration for a backup or to use in another instance.
- \* Enable/disable incremental processing and frequency and start an out-of-cycle incremental build.
- \* Import/export reports for a backup or to use in another instance.

### NEW QUESTION 25

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

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

### 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.

- \* 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.

### NEW QUESTION 27

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

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

### NEW QUESTION 28

What are some of the tasks you must perform to complete an SAP SuccessFactors Workforce Analytics on SAP HANA technical implementation? Note: There are 2 correct Answers to this question.

- \* Create a custom report.
- \* Update the Data Specification document.
- \* Configure single sign-on.
- \* Configure the Drill-to-Detail display.

### NEW QUESTION 29

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 30

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 31

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

### NEW QUESTION 32

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

### NEW QUESTION 33

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct Answers to this question.

- \* Emp Employment Info table
- \* Fo Event Reason T table
- \* Emp Job Info T table
- \* Fo Pay Component T table

### 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

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 36

What is the purpose of a metrics pack?

- \* To provide a logical group of data items to generate related measures and reporting breakdowns
- \* To form a blueprint of a customer's business logic
- \* To gather information on a customer's data sourcing requirements
- \* To align with a Metadata Framework object

### NEW QUESTION 37

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- \* To apply employee attributes that are sourced from concatenation of multiple source columns
- \* To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- \* To set the value for Recruitment Source and Separation Reason Dimensions

- \* To apply effective dating to an employee movement record

### NEW QUESTION 38

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:

Geneva; Key being added:

Geneva; at

System.Collections.SortedList.Add(Object key, Object value) at

System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at

Hrml.DataObjects.HrmlOrgCubeDimensionTree.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 39

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 40

What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct Answers to this question.

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

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