

[Feb 14, 2024 Latest C_THR96_2305 PDF Dumps & Real Tests Free Updated Today [Q34-Q48]



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Q34. During an SAP SuccessFactors Workforce Analytics on SAP HANA configuration, when can you select the Termination event list?

- * When creating Hires, Terminations, or Movements conditions
- * When adding a Termination measure
- * When configuring Lookups for Event and/or Event Reasons
- * When configuring Separation Reason Dimensions

Q35. In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

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

Q36. 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:

‘[location].[location].[level1_che_zznostateprovince_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. How do you fix the error?

- * Ensure
- * Convert all
- * Exclude
- * Make sure

Q37. 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?

- * 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
- * 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
- * 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- * 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions

Q38. 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.

Q39. 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

Q40. 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

Q41. What are Derived Input Measures?

- * Breakdowns of measure values across administrative and geographic structures
- * Calculations of Base Input Measures and Derived Input Measures combined in formulas

- * Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- * Base Input Measures filtered by Dimensions

Q42. 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

Q43. When would you use a Lookup?

- * When a dimension is sourced from a combination of multiple columns
- * When the Hire Date is sourced from a different date column for the system upload event
- * When exclusion logic is based on an external code value of a foundation object
- * When a dimension needs a description from the Label table

Q44. How do you configure benchmarked dimension nodes in SAP SuccessFactors Workforce Analytics on SAP HANA?

- * Add a property to a dimension node that flags it as benchmarked.
- * Change the name of a dimension node to the benchmarked name.
- * Change the ID of a dimension node to the benchmarked ID.
- * Map customer nodes to the pre-defined nodes within a dimension.

Q45. What is the purpose of the Specification document?

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

Q46. What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- * Person Information
- * Employment Information
- * Biographical Information
- * Job Information

Q47. A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table.

Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- * Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column
- * Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column
- * Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- * Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column

Q48. What is used in SAP SuccessFactors Employee Central to determine the most recent record for an employee if there are multiple update records in a day?

- * Last modified timestamp
- * Transaction sequence
- * Created Date
- * Event

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