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**SAP Certified Application Associate SAP
SuccessFactors Workforce Analytics Technical
Consultant 1H/2022**

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Version Demo

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QUESTION NO: 1

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

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

ANSWER: A

QUESTION NO: 2

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

QUESTION NO: 3

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.

- A. Select each required dimension listed above and turn on the missing measures respectively.

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

ANSWER: B C

QUESTION NO: 4

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

- A. employmentInfo
- B. jobInfo
- C. payComponentRecurring
- D. complInfo

ANSWER: C

QUESTION NO: 5

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?

- A. The code to build the hierarchy is invalid.
- B. The hierarchy is a generated structure based on SQL statement.
- C. The build of the hierarchy did NOT complete.
- D. The checkbox to enable code mapping editing is NOT selected.

ANSWER: B

QUESTION NO: 6

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: $\text{Retention Rate} = \frac{(\text{SOP Headcount} + \text{External Hires} - \text{Terminations})}{(\text{SOP Headcount} + \text{External Hires})} * 100$. 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 EOP Headcount measure produces the correct figure via Drill to Detail.

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

ANSWER: A C E

QUESTION NO: 7

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

- A. Normal
- B. Prorata
- C. SOP
- D. Average
- E. EOP

ANSWER: A B C

QUESTION NO: 8

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

- A. It can be configured for benchmarking.
- B. It can have NO more than 6 levels.
- C. It can be built with parent/child relationship data.
- D. It can be used to configure role-based permissions.

ANSWER: A C

QUESTION NO: 9

What can you use Dimension Editor for?

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

ANSWER: B

QUESTION NO: 10

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.

- A. Create a custom report.
- B. Update the Data Specification document.
- C. Configure single sign-on.
- D. Configure the Drill-to-Detail display.

ANSWER: C D