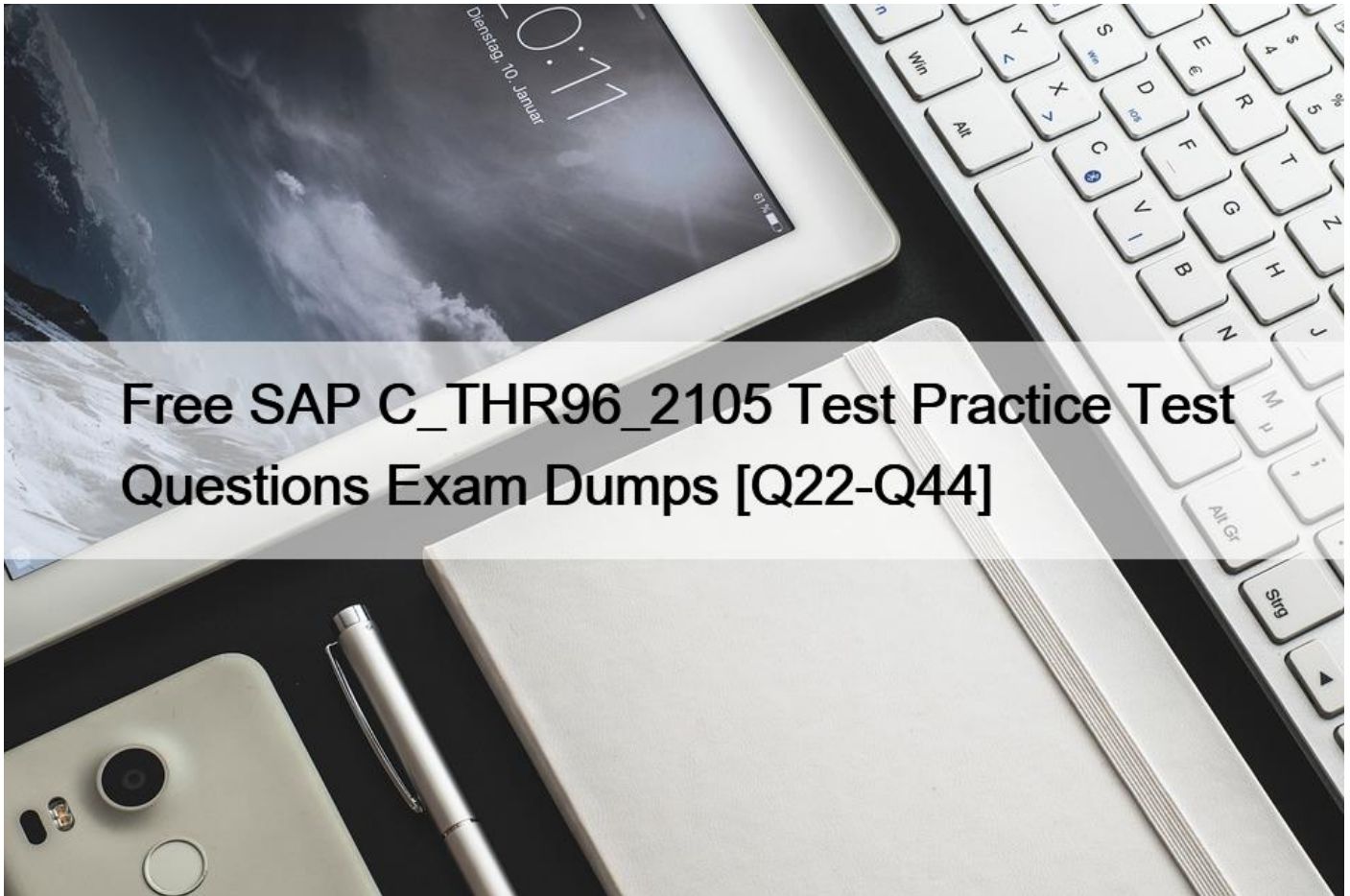


## Free SAP C\_THR96\_2105 Test Practice Test Questions Exam Dumps [Q22-Q44]



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### 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

Which of the following dimensions should NOT be turned on for Measure Hires?

- \* Separation Reasons
- \* Future Leader
- \* Gender
- \* Recruitment Source

#### NEW QUESTION 24

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

- \* Configure measure Movement Out.
- \* Configure measure Movement In.
- \* Configure Event List and Hire, Movement, Terms.
- \* Map nodes into corresponding categories in Separation Reason dimension.
- \* Map nodes into corresponding categories in Recruitment Source dimension.

#### NEW QUESTION 25

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

- \* Specification document
- \* Discrepancy Report document
- \* Project Summary document
- \* Metrics Pack document

#### NEW QUESTION 26

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.

#### NEW QUESTION 27

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct Answers to this question.

- \* A consultant can add multiple pay component IDs into the same calculated column to track them.
- \* Destination Currency is specified in the `&#8220;Default Currency Code&#8221;` field.
- \* Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- \* If multiple pay component IDs are specified in the `&#8216;Base Salary&#8217;` calculated column, they will overwrite each other&#8217;s figure based on the effective date.

#### NEW QUESTION 28

How would you validate a result measure `&#8216;retention rate&#8217;` if the customer has a concern that the number is NOT accurate? Please refer to the formula below:  $\text{Retention Rate} = (\text{SOP Headcount} + \text{External Hires} \text{ \&#8211; } \text{Terminations}) / (\text{SOP Headcount} + \text{External Hires}) * 100$ . Note: There are 3 correct Answers to this question.

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

#### 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 can you use Dimension Editor for?

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

### NEW QUESTION 31

According to SAP best practices, at the start of the implementation project, which of the following documents are provided to the client? Note: There are 3 correct Answers to this question.

- \* Specification document.
- \* Project Summary document
- \* Discrepancy Report document.
- \* Metrics Pack document
- \* Data Questionnaire document

### NEW QUESTION 32

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- \* The table can have multiple time-bound records for each object.
- \* The table has only one record per object.
- \* The table has time stamp attributes such as birth date and hire date.
- \* The table has NO time stamp information.

### NEW QUESTION 33

How are standard time dimensions grouped from top to bottom?

- \* Year -> Quarter -> Month
- \* Month -> Quarter ->Year
- \* Year -> Month -> Day
- \* Year -> Half Year -> Month

### NEW QUESTION 34

What is a flat dimension structure type?

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

### NEW QUESTION 35

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central?

Note: There are 2 correct Answers to this question.

- \* Job Information
- \* Contact Information
- \* Address Information
- \* Compensation Information

### NEW QUESTION 36

What information is available on the Load Status screen? Note: There are 2 correct Answers to this question.

- \* Load history
- \* Filters (Type, Date, Status)
- \* Client list
- \* Server load status

### NEW QUESTION 37

To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object. Where do you create the MDF object?

- \* In Admin Center -> Configure Object Definitions
- \* In Provisioning -> Import/Export Data Model
- \* In Admin Center -> Manage Data
- \* In Provisioning -> Edit Profile Meta Data

### NEW QUESTION 38

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

### NEW QUESTION 39

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

### NEW QUESTION 40

Which dimension is used in the derived measure EOP Headcount &#8211; Temporary?

- \* Employment Type (Attendance)
- \* Employment Status
- \* Employment Type (Duration)
- \* Employment Level

### NEW QUESTION 41

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 [geneva]; has a parent in the SQL statement.
- \* Convert all [geneva]; into upper case in the SQL statement.
- \* Exclude [geneva]; from the hierarchy.
- \* Make sure [geneva]; has a unique single parent in the SQL statement.

### NEW QUESTION 42

A customer has defined the following EVENT codes for their movement logic from EMP\_JOB\_INFO\_T table: Hire is identified where EVENT External Code = H (Hire) and R(Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create to capture all employee movements for this customer? Note: There are 2 correct Answers to this question.

- \* Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes
- \* Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes
- \* Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- \* Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes

### NEW QUESTION 43

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

### NEW QUESTION 44

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?

- \* SuccessFactors Admin
- \* WFA on HANA Admin
- \* WFA on HANA Data Factory
- \* Target Setting

## SAP C\_THR96\_2105 Certification Exam Topics:

Topic Areas Topic Details, Courses, Books **Metadata Framework (MDF) Fundamentals < 8%** Describe MDF as it pertains to a WFA on SAP HANA implementation. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit **Create Lookups and Events 8% - 12%** Configure Lookups and create Events on the SAP HANA OLAP Admin tool. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit **BI Fundamentals and Build Fact tables > 12%** Build a fact table in SAP HANA OLAP Admin tool, including special use columns and calculated columns. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit **Metrics Pack Fundamentals 8% - 12%** Identify the fundamental terminology and concepts used throughout WFA. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit **Process Data and Hierarchies 8% - 12%** Build the initial cube and configure dimension hierarchies in the SAP HANA OLAP Admin tool. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit **Build Validation and Data Validation > 12%** Troubleshoot cube build issues. Validate data that has transformed into the OLAP cube. THR80 (SUCCESSFACTORS HCM SUITE) THR81 (SUCCESSFACTORS HCM SUITE) HA150 (SAP HANA 2.0 SPS05) THR96 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. - WFA on HANA Implementation Kit

## SAP C\_THR96\_2105 Exam Description:

The "SAP Certified Technology Associate - SAP SuccessFactors Workforce Analytics Technical Consultant 1H/2021" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Workforce Analytics application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Workforce Analytics.

## C\_THR96\_2105 Exam Certification Details:

Duration:180 mins Languages:English Sub-solution:SuccessFactors Cut Score:73% Level:Associate Exam:80 questions

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