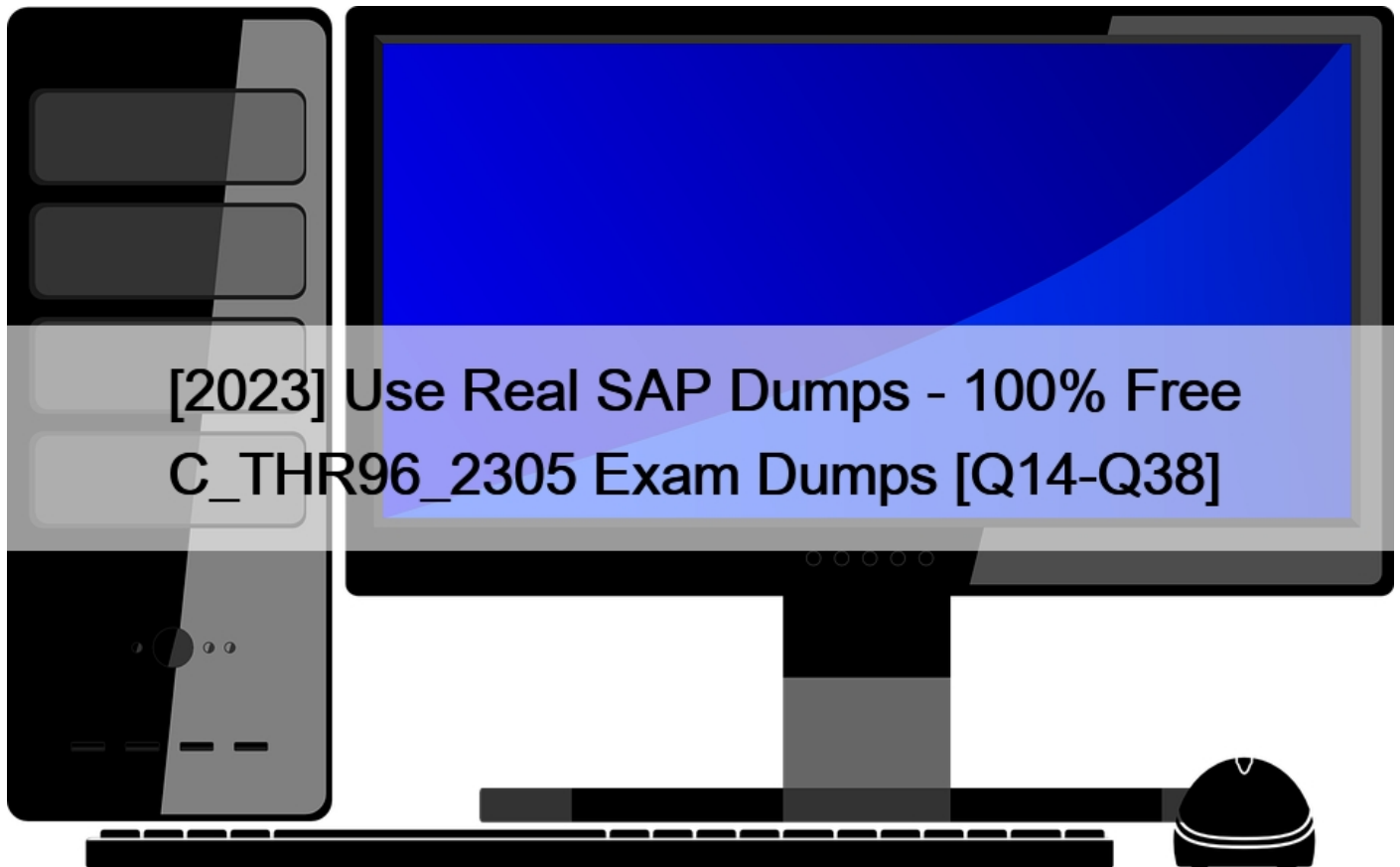


## [2023 Use Real SAP Dumps - 100% Free C\_THR96\_2305 Exam Dumps [Q14-Q38]



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### NEW QUESTION 14

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 15

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

#### NEW QUESTION 16

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- \* Set the Group for the Fact table to Inactive.
- \* Remove all key mappings from the Fact table.
- \* Deselect the Active flag in the Edit Fact table.
- \* Remove all standard measures from the Fact table.

#### NEW QUESTION 17

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

#### NEW QUESTION 18

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:

Key being added:

at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at HrmldataObjects.HrmldataOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

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

#### NEW QUESTION 19

Which dimension is used in the derived measure EOP Headcount Temporary?

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

#### NEW QUESTION 20

What can you configure within the Dimension tab while you are configuring a Fact table? Note: There are 2 correct answers to this question.

- \* Dimension structure source
- \* Dimension column
- \* Dimension user permissions
- \* Measure/dimension arrangement

### NEW QUESTION 21

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 22

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 23

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

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

### NEW QUESTION 24

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 25

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 26

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.

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

### NEW QUESTION 27

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- \* MDF custom objects rely on XML-based configuration.
- \* MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- \* Customer accounts have a limited number of custom MDF objects.
- \* MDF custom objects are managed with tools in the Admin Center.

### NEW QUESTION 28

What tool on the WFA on HANA Data Factory home page do you use to configure measure and dimension combinations?

- \* Dimensions
- \* Dimension Editor
- \* Measure/Dimension Arrangement
- \* Measures

### NEW QUESTION 29

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.

### NEW QUESTION 30

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

- \* Normal
- \* Prorata
- \* SOP
- \* Average

\* EOP

### NEW QUESTION 31

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answers to this question.

- \* Single-sign on has been enabled in the instance.
- \* SAP SuccessFactors Employee Central has been enabled in the instance.
- \* The user has permission to upload SAP HANA templates.
- \* The user has permission to access WFA on HANA Data Factory.
- \* Advanced Reporting has been enabled in the instance.

### NEW QUESTION 32

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 33

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- \* Use a calculated column called Effective Sequence.
- \* Use the Effective Sequence Special Use Type on a numeric field.
- \* Use a calculated column to filter unwanted records.
- \* Use the To Date Special Use Type on a date field.

### NEW QUESTION 34

A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct answers to this question.

- \* Create a dummy measure that returns all record from the same fact table.
- \* Create a new query in advanced reporting that returns the values derived for the base input measure.
- \* Add all fields used in measure calculation syntax into Drill to Detail.
- \* Return all records from Drill to Detail and manually check the value against measure syntax.
- \* Temporarily disable Role-Based Permission for the data required to build the base input measure.

### NEW QUESTION 35

The following code is used for EOP headcount and SOP headcount:

```
If((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], '&#8216;A&#8217;,&#8217;U&#8217;,&#8217;P&#8217;)) OR
```

```
ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%]), [%#CFT#.HEAD_COUNT%], 0). Which setting results in each measure produce different results?
```

- \* Measure override name
- \* Standard measure
- \* Data type

- \* Aggregation type

### NEW QUESTION 36

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 37

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 38

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

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

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