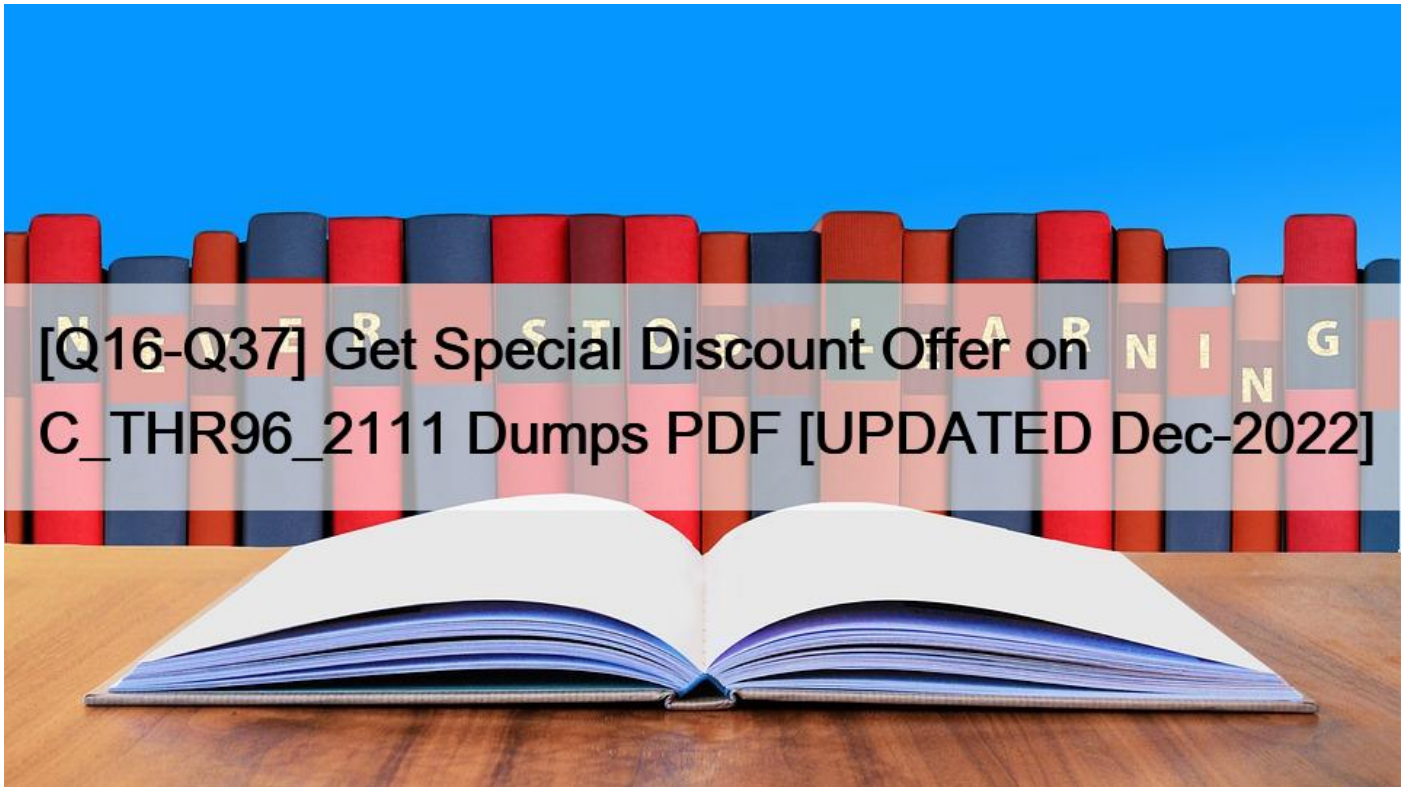


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NO.16 What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- * 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

NO.17 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 hierarchies 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.

NO.18 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.

NO.19 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

NO.20 To which measures does the following calculation apply?

`if((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], '‘A’,’U’,’P’)) OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%CFT#.HEAD_COUNT%], 0)`. Note: There are

3 correct Answers to this question.

- * SOP headcount
- * Average headcount
- * EOP headcount
- * EOP headcount – inactive and other
- * FTE headcount

NO.21 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.

NO.22 What document is created from the responses to the Data Questionnaire?

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

NO.23 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

NO.24 What is included in a Fact table? Note: There are 2 correct Answers to this question.

- * Only the most recent data change
- * Employee details
- * Hierarchy structure
- * IDs to link to dimension tables

NO.25 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.

NO.26 What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

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

NO.27 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

NO.28 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.

NO.29 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

NO.30 What are the foundations of an Analytics Cube? Note: There are 2 correct Answers to this question.

- * Dimension tables
- * Fact tables
- * SAP SuccessFactors Employee Central
- * Extract tables

NO.31 Which dimension is used in the derived measure EOP Headcount; Temporary?

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

* Employment Level

NO.32 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.

NO.33 How are standard time dimensions grouped from top to bottom?

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

NO.34 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.

NO.35 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.

NO.36 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.

NO.37 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

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