

[Mar-2022 Feel SAP C-THR96-2105 Dumps PDF Will likely be The best Option [Q31-Q52]



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C-THR96-2105 exam torrent SAP study guide

NEW QUESTION 31

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

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

NEW QUESTION 32

When you set up SAP SuccessFactors Workforce Analytics on SAP HANA, which field do you use as the primary person identifier when you implement an SAP SuccessFactors Employee Central customer?

- * Person ID
- * Users Sys ID

- * Emplid
- * Pernr

NEW QUESTION 33

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 34

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 35

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 36

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

NEW QUESTION 37

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

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

NEW QUESTION 38

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 “Default Currency Code” 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 ‘Base Salary’ calculated column, they will overwrite each other’s figure based on the effective date.

NEW QUESTION 39

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 40

Where is the WFA Dimension Editor tool located?

- * In Admin Center
- * In Provisioning
- * In SAP SuccessFactors Workforce Analytics Admin
- * In WFA on HANA Admin

NEW QUESTION 41

In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- * Set up Data Staging Framework
- * Assist in Resolving Site Issues
- * Realize
- * Prepare
- * Deploy

NEW QUESTION 42

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 43

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 44

In SAP SuccessFactors Employee Central, which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct Answers to this question.

- * A customer has standard and custom event codes.
- * A customer has only standard event reason codes.
- * A customer has only standard event codes.
- * A customer has standard and custom event reason codes.

NEW QUESTION 45

What happens when you select a Standard Dimension when creating a new dimension? Note: There are

2 correct Answers to this question.

- * Nodes used in benchmarking are included.
- * Standard labels are applied for internationalization.
- * Initial dimension structure and dimension structure source are set.
- * Label override configuration is provided.

NEW QUESTION 46

How would you validate a result measure $\frac{\text{Retention Rate}}{100}$; 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.

- * 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 47

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 48

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 49

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

NEW QUESTION 50

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base_Salary, what value would be retained for that calculated column?

- * The value from all non-zero pay-component IDs would be retained separately.
- * The value from each pay component ID would be summed.
- * The value from each pay component ID would be overwritten sequentially.
- * The value from all pay component IDs would be retained separately.

NEW QUESTION 51

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 52

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

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