

SAP.C_THR89_2105.v2022-07-27.q46

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NEW QUESTION: 1

What is Strategic Analysis step?

Please choose the correct answer.

- A. You analyze the business strategy and external environment to anticipate the future state of the business
- B. You tie financial metrics to the results to model the impact
- C. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- D. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

There are 2 correct answersto this question.

- A. Internal Movement
- B. Transfer
- C. Promotion
- D. Other Movement

Answer: (SHOW ANSWER)

NEW QUESTION: 3

What does the Edit Measure Overrides action / functional permission allow?

Please choose the correct answer.

- A. Manage document folders and upload documents to the Resources Page
- B. Rename the measure or dimension label
- C. View details of which users are logging into the site and which pages they visit
- D. Set measure targets

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- A. Importance
- B. Demand
- C. Supply
- D. Desired Rating
- E. Current Rating

Answer: A,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 5

What task is completed during the Explore phase of the project?

Please choose the correct answer.

- A. Copy to Production
- B. Data Questionnaire
- C. Staging & Verification
- D. Data Transfer

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 6

What document do the customer, functional consultant, and technical consultant use to communicate and provide examples of data problems that are found during user acceptance?

Please choose the correct answer.

- A. Data Specification
- B. Discrepancy Report
- C. Data Questionnaire
- D. Beta Site Issues Log

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 7

Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach?

Please choose the correct answer.

- A. Use a combination of logic and code mapping to display null values as Unallocated
- B. Use a combination of logic and code mapping to display null values as NOT Reported
- C. Create a Level 1 node that groups data into two categories US and non-US
- D. Logic is not required, null values are automatically reported as Unallocated

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 8

Permissions assigned to general users can be applied to which level(s)? Please choose the correct answer.

- A. Structures
- B. Only the whole forecast
- C. Dimensions
- D. Scenarios

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 9

Which of the following are RBP Functional permissions that can be assigned to a RBP role?

There are 3 correct answers to this question.

- A. User Maintenance
- B. Measure Restrictions
- C. Tree Security
- D. Workforce Planning Admin
- E. Drill to Detail

Answer: A,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which items are NOT included in the standard FTE measure?

There are 2 correct answers to this question.

- A. Fixed-term contract employees paid through payroll
- B. Overtime
- C. Interns
- D. Workers paid by third party

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 11

Which measures are examples of abuse input measure? There are 2 correct answers to this question.

- A. Net Hire Ratio
- B. Terminations
- C. Terminations - Voluntary

D. EOP Headcount

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 12

You want to build a custom grouping for a dimension that creates a single total from selected nodes. What options within Query Workspace allows you to do this? Please choose the correct answer.

- A. Custom Members
- B. Custom Calculations
- C. Custom Sets
- D. New Query

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 13

In Query Workspace, which of the following are characteristics of a custom measure?

There are 2 correct answers to this question.

- A. They are custom raw values
- B. They can be made public for use by other users
- C. They are custom calculated values
- D. They are only available to the user who created them

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 14

Which are output options of the Report Distributor?

There are 3 correct answers to this question.

- A. Run offline
- B. Text
- C. E-mail
- D. Publish to Web
- E. DFTP

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 15

SAP SuccessFactors HCM Suite/SAP SuccessFactors Workforce Analytics (WFA) integration has NOT been enabled. Your customer has requested an administrator account that can configure permissions for their test users in the WFA site. What permission does the administrator account need?

Please choose the correct answer.

- A. Manage Role-Based Permission Access
- B. Manage Workforce Analytics
- C. Edit User Roles

D. HANAOLAP Admin

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 16

Which of the following are characteristics of a strategic plan in Workforce Planning?

There are 3 correct answers to this question.

- A. Focuses on critical roles
- B. Based on scenarios
- C. Focuses on filling vacancies today
- D. Timeframe is 3 or more years
- E. Projects a highly accurate full-time equivalent (FTE) count

Answer: A,B,D ([LEAVE A REPLY](#))

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NEW QUESTION: 17

Which of the following actions / functional permissions control the ability to see the User Maintenance option from the Administration menu?

Please choose the correct answer.

- A. Workforce Planning
- B. Edit User Roles
- C. Workforce Planning Admin
- D. Edit Users

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 18

What is Strategic Framework? Please choose the correct answer.

- A. Defines the qualitative skills that the business sees as being important to business success for each job role
- B. Defines a matrix that will map the likelihood of a event occurring against the impact that the event will have if it occurs
- C. Plans tactics to address the gaps identified in the workforce plan
- D. Links the company's critical job roles to standard occupational groups

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 19

If you do not enable summation level editing, where can the changes be made?

Please choose the correct answer.

- A. Only the top level and lowest levels of the forecast structure
- B. Only at the lowest level of the forecast structure
- C. Any level of the forecast structure
- D. The second level of the forecast structure

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 20

Which are output options of the report distributor? there are 3 correct answers

- A. Publish to web
- B. Text
- C. E-mail
- D. DFTP
- E. Run offline

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What dimension is an example of a common structure dimension category?

Please choose the correct answer.

- A. Job Family
- B. Employment Level
- C. Location
- D. Grade/ Band

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Which step of the workforce planning strategic plan provides the gap calculation

- A. Action and accountability
- B. Strategic analysis
- C. Forecasting
- D. Strategic, Impact and cost modeling

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 23

What permission is required to subscribe other users to Headlines? Please choose the correct answer.

- A. Headlines Management
- B. Report Administrator

C. Headlines Admin

D. Headlines

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 24

Which of the following are needed to complete the FTP configuration for the Report Distributor?

There are 3 correct answers to this question.

A. Username & Password

B. Delivery hours

C. File Format

D. IP Address

E. FTP Protocol

Answer: A,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 25

Based on SAP Success Factors data standards, what event is considered a Termination-Other?

Please choose the correct answer.

A. Relocation/transfer

B. Early retirement

C. End of contract

D. Death

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 26

Which action / functional permission controls the ability to perform report transfers? Please choose the correct answer.

A. Report - Canvas Designer Admin

B. Report Transfer

C. Report Distributor

D. Detailed Reporting

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 27

What is the metrics pack that is the foundation of Workforce Analytics implementations?

Please choose the correct answer.

A. Recruiting

B. Payroll and Benefits

C. Core Workforce and Mobility

D. Finance Management

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 28

What is the file format for importing Report Templates? Please choose the correct answer.

- A. -CSV
- B. -TXT
- C. -HTML
- D. -XML

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 29

Which of the following values are associated with the standard Employment Type analysis option? There are 2 correct answers to this question.

- A. Paid Leave
- B. Full Time
- C. Part Time
- D. Terminated

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 30

Workforce plans will typically represent the business hierarchy or, alternatively, its geographical locations used to report on the workforce.

How does WFP identify these units?

Please choose the correct answer.

- A. Capabilities
- B. Structure
- C. Dimensions
- D. Forecasts

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

Which topics are included in the introduction section of the Data Questionnaire?

There are 2 correct answers to this question

- A. Years of history
- B. Reporting periods
- C. Hires and rehires
- D. FTE

Answer: A,B ([LEAVE A REPLY](#))

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NEW QUESTION: 32

Under which measure category can you find the Internal Hires measure? Please choose the correct answer.

- A. Workforce Profile
- B. WorkforceMobility
- C. Workforce Productivity
- D. Compensation and Benefits

Answer: B (LEAVE A REPLY)

NEW QUESTION: 33

Which dimension type does Tree security apply to? Please choose the correct answer.

- A. Analysis
- B. Structural
- C. Time

Answer: B (LEAVE A REPLY)

NEW QUESTION: 34

You create a new user manually within Workforce Analytics (Admin >User Maintenance) and set up the user-level tree security. What happens if the role the user is assigned to already has tree security set up? Please choose the correct answer.

- A. The role-level security would override the user-level security
- B. You CANNOT update tree security on an individual user
- C. The user-level security would union with the role-level security
- D. The user-level security would override the role-level security

Answer: D (LEAVE A REPLY)

NEW QUESTION: 35

How is the enforcement of managing WFA permissions using Success Factors HCM role-based permission roles enabled?

Please choose the correct answer.

- A. In SuccessStore
- B. In upgrading Center
- C. In Manage Workforce Analytics
- D. By opening a ticket with Customer Success

Answer: C (LEAVE A REPLY)

NEW QUESTION: 36

SAP SuccessFactors role-based permissions for SAP SuccessFactors Workforce Analytics have been enabled and a user is granted multiple roles. Each role assigned to this user has a unique tree security set up. What tree security is applied to this user within SAP SuccessFactors Workforce Analytics? Please choose the correct answer.

- A. The role with the least complex tree security
- B. The union of all tree security from each role
- C. The user's primary role tree security
- D. The role with the most complex tree security

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 37

Which features of Investigate are NOT available in Query Workspace? There are 2 correct answers to this question.

- A. Create a custom measure
- B. Select recommended metrics
- C. Use search for a dimension
- D. View the query as a chart

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 38

Why would you recommend to your customer to use dynamic sourcing of description for an analysis option?

There are 2 correct answers to this question.

- A. Dynamic sourcing allows customers to pick and choose which description names to use
- B. Dynamic sourcing enables the use of benchmarked data
- C. Dynamic sourcing updates underlying code values
- D. Dynamic sourcing updates the descriptions when changed in the core system

Answer: (SHOW ANSWER)

NEW QUESTION: 39

How do you configure an analysis option that uses dynamic sourcing? There are 2 correct answers to this question.

- A. Remove "refer to the code mapping section for details of categories included" from the source column
- B. Validate the description source table and column with the customer
- C. Validate the code mapping with the customer
- D. Update the code list and descriptions in the Code Mapping tab

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 40

When exporting an entire page of information from a standard measures page what file format CANNOT be used? Please choose the correct answer.

- A. Microsoft Word
- B. Adobe PDF
- C. Microsoft Excel
- D. Microsoft PowerPoint

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 41

Which of the following measures can be enabled when configuring Business Factors in the Forecast?

There are 3 correct answers to this question.

- A. Vacancies
- B. Transfer Out Rate
- C. Hire Rate
- D. Promotion Rate
- E. Movements Out Rate

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 42

When you select the Report By filter, what type of dimension category is used to segment data? Please choose the correct answer.

- A. Tenure
- B. Time
- C. Structural
- D. Employment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

If the system includes uploaded/converted employee data from another system or version, what date is required from the customer for those employees?

Please choose the correct answer.

- A. Date of birth
- B. Rehire date
- C. Position tenure date
- D. Hire date

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 44

Which information is included in a discrepancy report?

There are 3 correct answers to this question.

- A. The number of employees SAP SuccessFactors expects but the customer does NOT
- B. The total number of employees for an organization
- C. Comments as to why an employee is in one count but NOT the other
- D. A list of employee names that SAP SuccessFactors and the customer both expect
- E. The number of employees a customer expects but SAP SuccessFactors does NOT

Answer: A,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 45

What are some responsibilities of a functional lead consultant during a foundational SAP SuccessFactors Workforce Analytics implementation?

There are 3 correct answers to this question.

- A. Provide site navigation training
- B. Organize and lead project welcome call
- C. Assists in resolving beta site issues
- D. Perform the data audit
- E. Set up initial test users and roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

Which tree securityaccess option allows a specific structural path that will be visible to be defined?

Please choose the correct answer.

- A. Restricted
- B. Limited
- C. Hidden
- D. None

Answer: A ([LEAVE A REPLY](#))

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