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Question 1

Question Type: MultipleChoice

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?

Options:

- A- Person ID
- B- Users Sys ID
- C- Emplid
- D- Pernr

Answer:

A

Question 2

Question Type: MultipleChoice

Which of the following describes a structural dimension? Note: There are 2 correct answers to this question.

Options:

- A- It can be configured for benchmarking.
- B- It can be built with parent/child relationship data.
- C- It can have NO more than 12 levels.
- D- It can be used to configure role-based permissions.

Answer:

B, D

Question 3

Question Type: MultipleChoice

What is the purpose of a metrics pack?

Options:

- A- To provide a logical group of data items to generate related measures and reporting breakdowns
- B- To form a blueprint of a customer's business logic
- C- To gather information on a customer's data sourcing requirements
- D- To align with a Metadata Framework object

Answer:

A

Question 4

Question Type: MultipleChoice

Which of the following describes an analytical dimension? Note: There are 2 correct answers to this question.

Options:

- A- It can be configured for benchmarking.

- B-** It can have NO more than 6 levels.
- C-** It can be built with parent/child relationship data.
- D-** It can be used to configure role-based permissions.

Answer:

A, C

Question 5

Question Type: MultipleChoice

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.

Options:

- A-** Specification document.
- B-** Project Summary document
- C-** Discrepancy Report document.

D- Metrics Pack document

E- Data Questionnaire document

Answer:

B, D, E

Question 6

Question Type: MultipleChoice

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.

Options:

- A-** Select each required dimension listed above and turn on the missing measures respectively.
- B-** Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- C-** Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- D-** Select each measure listed above and turn on the missing dimensions respectively.

Answer:

B, C

Question 7

Question Type: MultipleChoice

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

Options:

A- Dimension structure source

- B-** Dimension column
- C-** Dimension user permissions
- D-** Measure/dimension arrangement

Answer:

A, B

Question 8

Question Type: MultipleChoice

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

Options:

- A-** Configure measure Movement Out.
- B-** Configure measure Movement In.
- C-** Configure Event List and Hire, Movement, Terms.
- D-** Map nodes into corresponding categories in Separation Reason dimension.

E- Map nodes into corresponding categories in Recruitment Source dimension.

Answer:

A, C, D

Question 9

Question Type: MultipleChoice

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.

Options:

- A-** Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.
- B-** Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- C-** Use Drill to Detail to compare source and target salary figures and currencies.
- D-** Add all fields used in the Annual Salary calculation syntax into Drill to Detail.

E- Temporarily disable Role-Based Permissions for the data required to build the base input measure.

Answer:

A, B, C

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