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Question 1

Question Type: MultipleChoice

How does the Realize phase differ when implementing an SAP SuccessFactors Workforce Analytics on SAP HANA customer, compared to a traditional implementation? Note: There are 2 correct answers to this question.

Options:

- A- The beta/alpha site is published at the end of the process.
- B- Issues are addressed after the beta site is published.
- C- Issues are addressed periodically throughout the implementation process.
- D- The beta/alpha site is published early in the process.

Answer:

C, D

Question 2

Question Type: MultipleChoice

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?

Options:

- A- In Admin Center -> Configure Object Definitions
- B- In Provisioning -> Import/Export Data Model
- C- In Admin Center -> Manage Data
- D- In Provisioning -> Edit Profile Meta Data

Answer:

A

Question 3

Question Type: MultipleChoice

What are the technical consultant's responsibilities during the SAP SuccessFactors Workforce Analytics implementation phase?

Options:

- A- Manage completion of beta site issues log.
- B- Conduct customer training.
- C- Create the data staging framework.
- D- Build the dashboard and verify.

Answer:

C

Question 4

Question Type: MultipleChoice

How do you add columns to the Workforce Fact table?

Options:

- A- Select columns in a SQL statement in the Dimensions tab.

- B-** Add columns to a Workforce Analytics report.
- C-** Add measures in the Measures tab.
- D-** Select columns in a table from the Tables and Columns screen.

Answer:

D

Question 5

Question Type: MultipleChoice

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

Options:

- A-** Separation Reasons
- B-** Gender
- C-** Future Leader
- D-** Recruitment Source

Answer:

A

Question 6

Question Type: MultipleChoice

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.

Options:

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

Answer:

C, D

Question 7

Question Type: MultipleChoice

How are standard time dimensions grouped from top to bottom?

Options:

- A- Year -> Quarter -> Month
- B- Month -> Quarter ->Year
- C- Year -> Month -> Day
- D- Year -> Half Year -> Month

Answer:

A

Question 8

Question Type: MultipleChoice

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

Options:

- A- Standard fields
- B- Transient fields
- C- Custom fields
- D- Country-specific fields

Answer:

D

Question 9

Question Type: MultipleChoice

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

Options:

- A- Set the Group for the Fact table to Inactive.
- B- Remove all key mappings from the Fact table.
- C- Deselect the Active flag in the Edit Fact table.
- D- Remove all standard measures from the Fact table.

Answer:

C

Question 10

Question Type: MultipleChoice

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.

Options:

- A-** Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes
- B-** Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes
- C-** Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- D-** Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes

Answer:

A, B

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