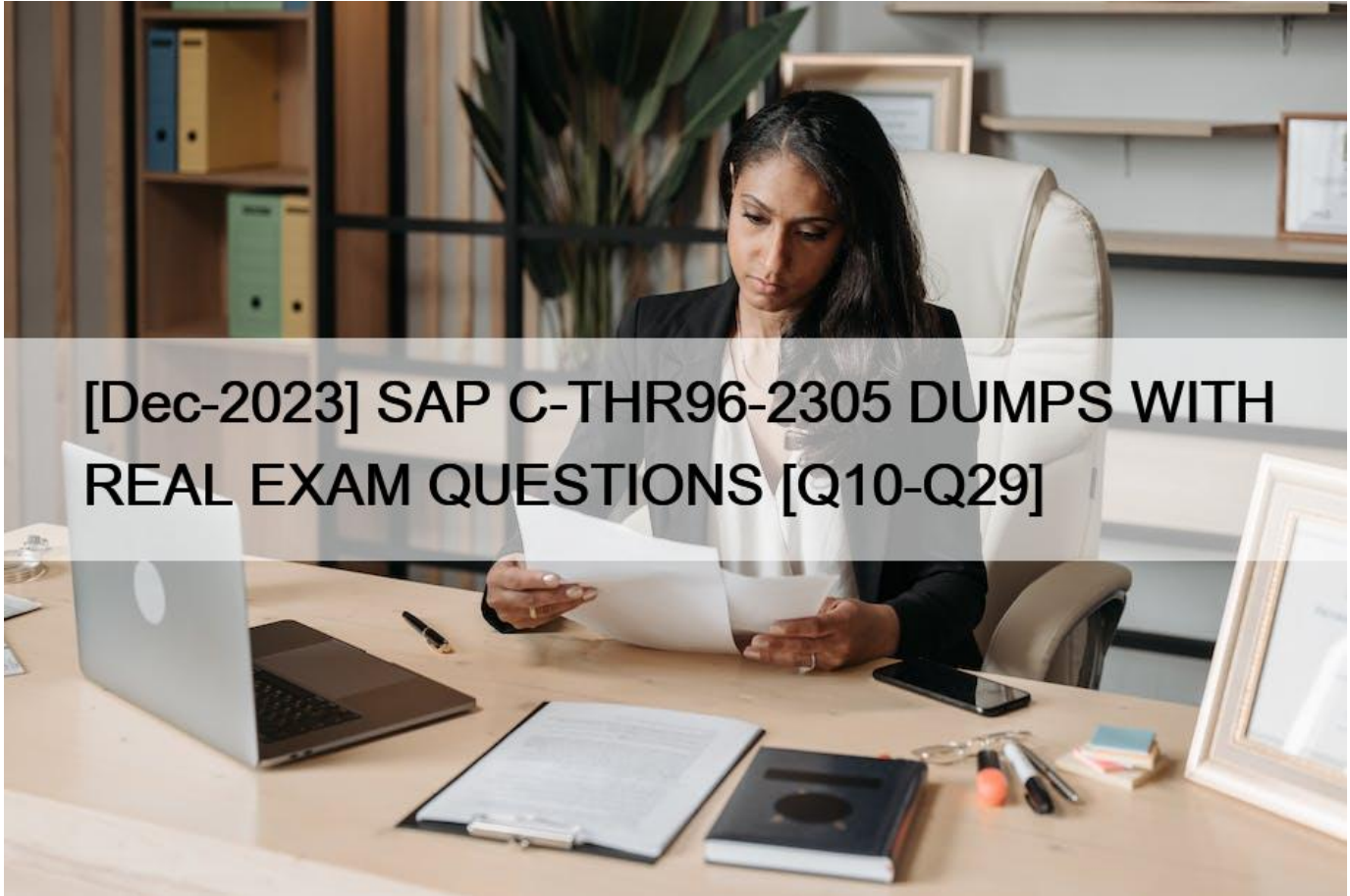# [Dec-2023 SAP C-THR96-2305 DUMPS WITH REAL EXAM QUESTIONS [Q10-Q29

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QUESTION 10

When would you use a Lookup?

* When a dimension is sourced from a combination of multiple columns
* When the Hire Date is sourced from a different date column for the system upload event
* When exclusion logic is based on an external code value of a foundation object
* When a dimension needs a description from the Label table

QUESTION 11

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?

* In Admin Center -> Configure Object Definitions
* In Provisioning -> Import/Export Data Model

* In Admin Center -> Manage Data
* In Provisioning -> Edit Profile Meta Data

QUESTION 12

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

QUESTION 13

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
* 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

QUESTION 14

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

QUESTION 15

Which measures are examples of a Base Input measure? Note: There are 2 correct answers to this question.
* EOP Headcount
* Net Hire Ratio
* Terminations
* Terminations-Voluntary

QUESTION 16

How do you implement Promotion Out, Demotion Out, and Transfer Out metrics? Note: There are 3 correct answers to this question.
* Configure Event List and Hire, Movement, Terms
* Configure measure Movement Out.
* Configure measure Movement In.
* Map nodes into corresponding categories in the Separation Reason dimension.
* Map nodes into corresponding categories in the Recruitment Source dimension.

QUESTION 17

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.

QUESTION 18

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

* Manage completion of beta site issues log.
* Conduct customer training.
* Create the data staging framework.
* Build the dashboard and verify.

QUESTION 19

Which table requires values for the columns Event and Event Reason Icode?

* Emp Job Info T
* Emp Personal Info T
* Emp Paycomp Recurring T
* Emp Employment Info

QUESTION 20

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.

QUESTION 21

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.

QUESTION 22

Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct answers to this question.

* Calculated Columns (Calculated Columns screen)
* Custom Measures
* Custom Dimensions

* Calculated Columns (Tables and Columns screen)

QUESTION 23

How are standard time dimensions grouped from top to bottom?
* Year -> Quarter -> Month
* Month -> Quarter ->Year
* Year -> Month -> Day
* Year -> Half Year -> Month

QUESTION 24

What can you use the Edit SQL button for when you add a dimension in the Dimensions screen? Note: There are 2 correct answers to this question.
* To source the hierarchy of dimension nodes from customer data
* To source the list of benchmarked dimension nodes from customer data
* To source the employees who are mapped to dimension nodes in customer data
* To source the labels for dimension nodes from customer data

QUESTION 25

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.
* MDF custom objects rely on XML-based configuration.
* MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
* Customer accounts have a limited number of custom MDF objects.
* MDF custom objects are managed with tools in the Admin Center.

QUESTION 26

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

QUESTION 27

What is used in SAP SuccessFactors Employee Central to determine the most recent record for an employee if there are multiple update records in a day?
* Last modified timestamp
* Transaction sequence
* Created Date
* Event

QUESTION 28

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?
* Prepare Explore Realize Deploy
* Prepare Explore Deploy Realize
* Discover Prepare Realize Deploy

* Discover Explore Deploy Realize

QUESTION 29

What is the purpose of a metrics pack?

* To provide a logical group of data items to generate related measures and reporting breakdowns
* To form a blueprint of a customer’s business logic
* To gather information on a customer’s data sourcing requirements
* To align with a Metadata Framework object

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