



SAP

C_THR96_2111 Exam

Certified Application Associate - SAP SuccessFactors Workforce Analytics Technical Consultant 2H/2021

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Version: 4.0

Question: 1

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct answers to this question.

- A. A consultant can add multiple pay component IDs into the same calculated column to track them.
- B. Destination Currency is specified in the
- C. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- D. If multiple pay component IDs are specified in the

Answer: B, D

Question: 2

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. employmentInfo
- B. jobInfo
- C. payComponentRecurring
- D. compInfo

Answer: C

Question: 3

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Add the Effective Start Date column and set the Special Use Type option to ToDate.
- B. Add the Effective Start Date column and the staging framework will calculate the end date by default.
- C. Add the Effective End Date column and leave the Special Use Type option to None.
- D. Add the Effective End Date column and set the Special Use Type option to ToDate.

Answer: B, D

Question: 4

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

- A. Emp Employment Info
- B. Emp Paycomp Recurring T
- C. Emp Personal Info T
- D. Emp Job Info T

Answer: D

Question: 5

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.

- A. Single-sign on has been enabled in the instance.
- B. SAP SuccessFactors Employee Central has been enabled in the instance.
- C. The user has permission to upload SAP HANA templates.
- D. The user has permission to access WFA on HANA Data Factory.
- E. Advanced Reporting has been enabled in the instance.

Answer: B, C, E

Question: 6

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table can have multiple time-bound records for each object.
- B. The table has only one record per object.
- C. The table has time stamp attributes such as birth date and hire date.
- D. The table has NO time stamp information.

Answer: A

Question: 7

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

- 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: 8

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.

- A. Emp Employment Info table
- B. Fo Event Reason T table
- C. Emp Job Info T table
- D. Fo Pay Component T table

Answer: B, D

Question: 9

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.

- 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, C

Question: 10

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?

- 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

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