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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

## Workforce Analytics Sample Questions (Q64-Q69):

### NEW QUESTION # 64

Why would you suggest that a customer implement Workforce Analytics (WFA) on SQL Server instead of WFA on HANA? Note: There are 2 correct answers to this question.

- A. Because the customer needs to use strategic workforce planning
- B. Because the customer needs to use WFA data in SAP Analytics Cloud
- C. Because the customer needs to use analytics tiles in the Insights panel
- D. Because the customer needs to use SAP ERP HCM as the data source

Answer: A,D

### NEW QUESTION # 65

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Discover Explore Deploy Realize
- B. Discover Prepare Realize Deploy
- C. Prepare Explore Realize Deploy
- D. Prepare Explore Deploy Realize

Answer: C

### NEW QUESTION # 66

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- B. To apply effective dating to an employee movement record
- C. To apply employee attributes that are sourced from concatenation of multiple source columns
- D. To set the value for Recruitment Source and Separation Reason Dimensions

Answer: A

### NEW QUESTION # 67

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.

- A. Custom Dimensions
- B. Calculated Columns (Tables and Columns screen)
- C. Custom Measures
- D. Calculated Columns (Calculated Columns screen)

Answer: C,D

### NEW QUESTION # 68

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- A. Use the Effective Sequence Special Use Type on a numeric field.
- B. Use a calculated column to filter unwanted records.
- C. Use the To Date Special Use Type on a date field.
- D. Use a calculated column called Effective Sequence.

Answer: A

## NEW QUESTION # 69

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