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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

NEW QUESTION # 43

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

- A. Dimension user permissions
- B. Dimension structure source
- C. Dimension column
- D. Measure/dimension arrangement

Answer: B,C

NEW QUESTION # 44

When would you use a Lookup?

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

Answer: D

NEW QUESTION # 45

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

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

Answer: B

NEW QUESTION # 46

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- A. A filter to exclude Hires, Movements or Terminations
- B. Used in a calculation to capture Hires, Movements or Terminations
- C. Returns true/false based on an event
- D. Used to group Hires, Movements or Terminations

Answer: B,D

NEW QUESTION # 47

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below: $\text{Retention Rate} = (\text{SOP Headcount} + \text{External Hires} - \text{Terminations}) / (\text{SOP Headcount} + \text{External Hires}) * 100$. Note: There are 3 correct answers to this question.

- A. Validate that the Termination measure produces the correct figure via Drill to Detail.
- B. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- C. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- D. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- E. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.

Answer: A,B,D

NEW QUESTION # 48

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