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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q76-Q81):

NEW QUESTION # 76

When you set up SAP SuccessFactors Workforce Analytics on SAP HANA, which field do you use as the primary person identifier when you implement an SAP SuccessFactors Employee Central customer?

- A. Users Sys ID
- B. Pernr
- C. Person ID
- D. Emplid

Answer: C

NEW QUESTION # 77

What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- A. Job Information
- B. Person Information
- C. Employment Information
- D. Biographical Information

Answer: C

NEW QUESTION # 78

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

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

Answer: A

NEW QUESTION # 79

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- B. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- C. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- D. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

Answer: B

NEW QUESTION # 80

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and

Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- A. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- B. Select each required dimension listed above and turn on the missing measures respectively.
- C. Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- D. Select each measure listed above and turn on the missing dimensions respectively.

Answer: A,C

NEW QUESTION # 81

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