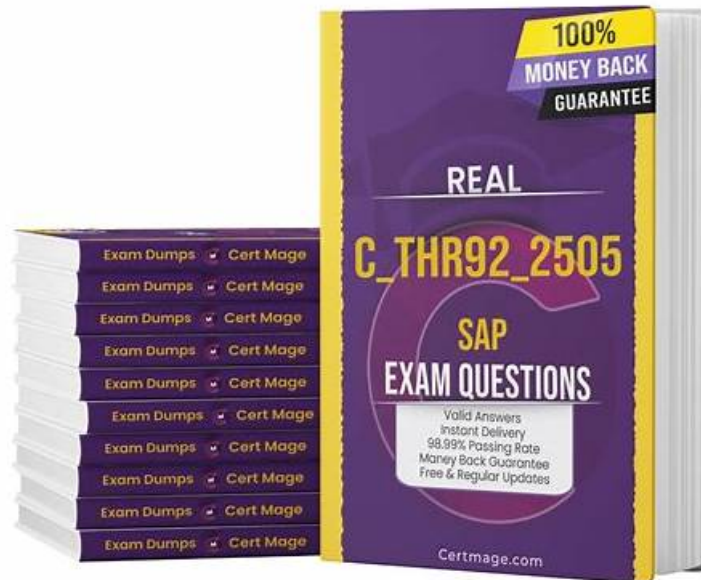


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## SAP C\_THR92\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>Report Consumers: This domain evaluates the understanding of a Business User and focuses on how report consumers interact with and utilize generated reports. It highlights user roles, permissions, and effective report sharing practices to ensure reports serve decision-making needs.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>Table Reports: This part measures the skills of a Data Analyst and involves creating, managing, and running Table Reports. It focuses on designing tabular data presentations that facilitate straightforward access to detailed workforce analytics information.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Advanced Reporting Tool with Replicated Data: This section targets a Reporting Specialist and covers leveraging advanced reporting tools that operate on replicated data. It includes knowledge of data replication concepts and using these tools to perform comprehensive reporting that supports detailed analysis.</li> </ul>

Topic 4

- Story Reports: This section of the exam measures skills of a Report Creator and covers the creation and management of Story Reports within SAP SuccessFactors. It emphasizes designing queries, configuring pages with widgets, and managing report permissions to generate insightful visualizations.

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### SAP Certified Associate - SAP SuccessFactors People Analytics: Reporting Sample Questions (Q30-Q35):

#### NEW QUESTION # 30

You are working with nested labels on your instance in Report Center.

How do you configure the labels as displayed in the screenshot? Note: There are 2 correct answers to this question.

- A. Edit the Talent Management label in Manage Labels.
- B. Edit the Recruiting label in Manage Labels.
- C. Set "Nest label in:" to Talent Management.
- D. Set "Nest label in;" to Recruiting.

**Answer: B,C**

Explanation:

- \* Set "Nest Label In" to Talent Management (B):
- \* To organize nested labels effectively, you need to set the parent label, such as "Talent Management," for the nested hierarchy.
- \* Edit the Recruiting Label in Manage Labels (D):
- \* You can adjust the nested label under "Recruiting" to align it under the correct parent category.

#### NEW QUESTION # 31

You want to create a tile-based dashboard and make it available to users. After you created and named the dashboard, which steps are required?

- A. Select tile(s). Select dataset. Save dashboard.
- B. Select tile(s). Save dashboard. Share dashboard.
- C. Create tiles(s). Select filters. Save dashboard.
- D. Create tile(s). Select dataset. Share dashboard.

**Answer: B**

Explanation:

- \* Creating and Sharing a Tile-Based Dashboard
- \* After naming the dashboard, the key steps are to select the desired tiles, save the dashboard, and share it with the relevant users.
- \* Explanation of Correct Answer
- \* Select tile(s): Ensures the dashboard contains the necessary visualizations.
- \* Save dashboard: Saves the configuration for later use.
- \* Share dashboard: Makes the dashboard accessible to the intended audience.
- \* Why Other Options are Incorrect
- \* A: Filters are not always required during the dashboard creation process.
- \* B: Selecting a dataset is not part of the dashboard creation workflow.
- \* C: Sharing is mandatory after saving, so this option is incomplete.

## References

- \* SAP SuccessFactors Dashboard Creation Documentation

### NEW QUESTION # 32

In the Advanced Reporting tool, you want to create a query that includes the employee's matrix manager.

When you configure the table join with the Job Relationships table, the Results tab displays multiple rows per employee that also include relationships to HR managers and second managers. How do you configure the query to return one row per employee that shows the employee's matrix manager, when assigned?

- A. Change the Job Relationship join to an inner join.
- **B. Change the Job Relationship to include a table restriction.**
- C. Change the Job Relationship join to a right join.
- D. Change the Job Relationship join to a left join.

#### Answer: B

#### Explanation:

##### \* Scenario Analysis

\* In the Advanced Reporting tool, the Job Relationships table is used to link employees to their various managers (e.g., matrix manager, HR manager, second manager).

\* By default, this setup may result in multiple rows per employee, as the relationships are not filtered for the specific manager type.

##### \* Solution

\* Configuring a table restriction allows filtering the Job Relationships table to include only rows corresponding to the desired relationship type (e.g., matrix manager).

\* This ensures that only one row per employee is returned in the query.

##### \* Why Other Options are Incorrect

\* A (Inner Join): Does not address the multiple rows issue and may exclude employees without a matrix manager.

\* C (Right Join): Similar to A, this does not resolve the issue and may include unrelated rows.

\* D (Left Join): Includes all rows but does not filter for the matrix manager.

#### References

- \* SAP SuccessFactors Advanced Reporting Guide

### NEW QUESTION # 33

You want to join two tables, A and B, and you want to include all rows from Table A, and only matching rows from Table B. Which join type must you use?

- A. Outer
- **B. Left**
- C. Inner

#### Answer: B

#### Explanation:

\* Understanding Joins In reporting or database queries, a join determines how two tables are combined based on a related column.

##### \* Types of Joins

\* Outer Join: Includes all rows from both tables, filling in NULL where no match exists.

\* Left Join: Includes all rows from the left table (Table A) and only matching rows from the right table (Table B).

\* Inner Join: Includes only rows that have matches in both tables.

\* Correct Join for the Requirement A Left Join is the appropriate choice to include all rows from Table A and only matching rows from Table B. This ensures Table A's data remains intact while incorporating relevant data from Table B.

#### References

- \* SAP SuccessFactors Reporting Joins: User Guide

### NEW QUESTION # 34

You want to create a report that returns only employees who were born in 1961. You also want to enable the person who runs the report to specify a different birth year. How can you achieve this? Note: There are 2 correct answers to this question.

Select Date Options from the Toolbar. Set Date Type to Show All. Select Manage Run Time Filters from the Toolbar. Expand

Personal Information table. Select Date of Birth column. Select OK.

- A. Select Date Options from the Toolbar. Set Date Type to As of Date. Set As of Date to 1/1/1961. Set Use Custom Columns. Select Date of Birth from Start Date Column. Select Date of Birth from End Date Column. Set Selectable At Runtime.
- B. Select Manage Query Filters. Expand Personal Information table and select Date of Birth. Select Greater than or equal to from the operator list. Set Custom filter date to 1/1/1961.
- C. Select OK and then select Add. Expand Personal Information table and select Date of Birth. Select less than or equal to from the operator list. Set Custom filter date to 12/31/1961. Select OK.
- D. Select Date Options from the Toolbar. Set Date Type to Date Range (On Start Date). Set From date to 1/1/1961 and To date to 12/31/1961. Set Use Custom Columns. Select Date of Birth from Start Date Column. Set Selectable At Runtime.

**Answer: A,B**

Explanation:

To create a report that returns only employees born in 1961 and enable runtime customization:

\* Option A:

\* Use Manage Query Filters to specify the condition:

\* Expand the Personal Information table and select the Date of Birth column.

\* Set the filter operator to Greater than or equal to and input a custom date of 1/1/1961.

\* Option D:

\* Use Date Options from the Toolbar and select the following:

\* Set Date Type to As of Date.

\* Set the As of Date to 1/1/1961.

\* Set Use Custom Columns, selecting Date of Birth for both the Start Date and End Date columns.

\* Ensure the filter is marked Selectable at Runtime.

## NEW QUESTION # 35

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