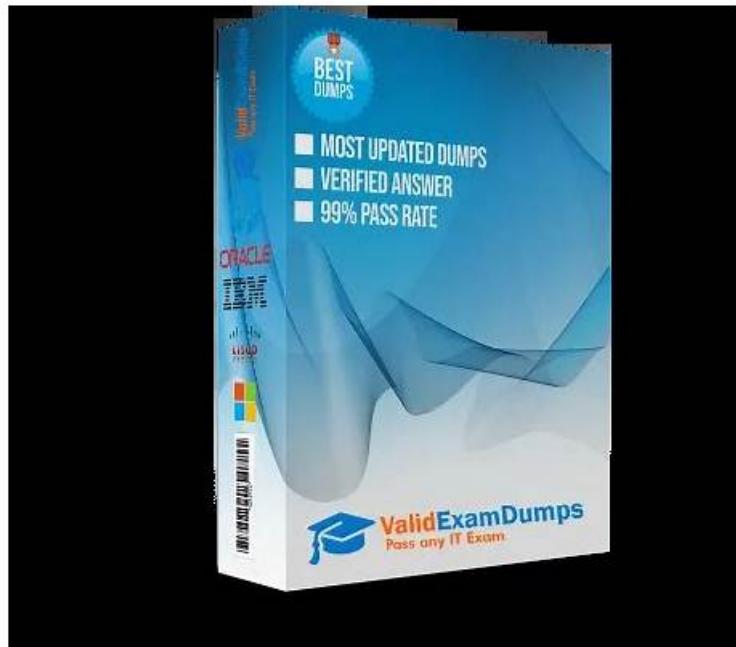


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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q118-Q123):

### NEW QUESTION # 118

When performing a bulk user load, how does the tool handle the case where a user account already exists and details of that account are different to that entered within the upload file?

Please choose the correct answer.

- A. An option exists to decide if the user account remains unchanged
- B. The account is disabled and an error is raised
- C. The account is always updated with the new information
- D. The account always remains unchanged

**Answer: A**

#### **NEW QUESTION # 119**

What is the forecasting step?

Please choose the correct answer

- A. You tie financial metrics to the results to model the impact
- B. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- C. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- D. You analyze the business strategy and external environment to anticipate the future state of the business

**Answer: B**

#### **NEW QUESTION # 120**

Which analytics options do NOT apply to all measures in the Core Workforce and Mobility metrics pack?

There are 2 correct answers to this question.

- A. Recruitment Source
- B. Managerial /Non-Managerial
- C. Employment Level
- D. Separation Reason

**Answer: A,D**

#### **NEW QUESTION # 121**

You need to include benchmark data in a custom report created in Report Center that looks like the screenshot below. What component group do you use to create this image?

□

- A. Gauge
- B. Image
- C. Data Source
- D. Chart

**Answer: A**

#### **NEW QUESTION # 122**

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- A. Employment Status
- B. Employment Type
- C. Recruitment Source
- D. Critical Job Roles

**Answer: D**

#### **NEW QUESTION # 123**

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