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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q15-Q20):

#### **NEW QUESTION #15**

Your customer wants to know how many years of historical data they should transform. What does SAP Success Factors recommend?

Please choose the correct answer.

- A. Current year, plus 5 prior years if available
- B. Current year, plus 2 prior years if available
- C. Current year, plus 4 prior years if available
- D. Current year, plus 3 prior years if available

Answer: D

#### **NEW QUESTION #16**

Which of the following are valid types of dimensions? There are 3 correct answers to this question.

- A. Time
- B. Analysis
- C. Result
- D. Structural
- E. Input

Answer: A,B,D

#### **NEW QUESTION #17**

What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP?

Please choose the correct answer.

- A. WFAP Project Management Summary Template
- B. Core Workforce and Mobility Metrics Pack Documentation
- C. Configuration Workbook- Initial WFA/WFP Workforce and Mobility (WFM) Implementation
- D. SAP SuccessFactors WFAP SAP Technical Tasks and Effort

Answer: B

#### **NEW QUESTION #18**

While reviewing the Metric Pack and Specification documents, your customer identifies the need for a different formula for standard measures used in benchmarking.

Following the standard implementation approach outlined in the statement of work, what do you tell the customer? There are 2 correct answers to this question.

- A. A change order is required to add a new custom measure
- B. The standard measure that is benchmarked can be changed
- C. The standard Measure that is benchmarked CANNOT be changed
- D. A measure override is required to change the formula

Answer: B,D

#### **NEW QUESTION #19**

Based on SAP Success Factors data standards, what Employment Status analysis option value is considered active? Please choose the correct answer.

- A. Paid Leave
- B. Retired Pension Administration
- C. Short Work Break
- D. Retired with Pay

Answer: A

#### **NEW QUESTION #20**

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