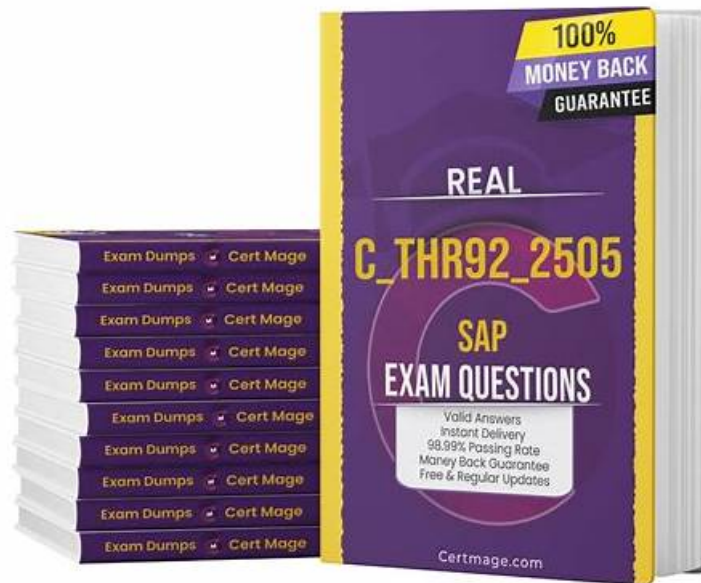


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## SAP Certified Associate - SAP SuccessFactors People Analytics: Reporting Sample Questions (Q65-Q70):

### NEW QUESTION # 65

What is the first step to make table reporting available for a customer?

- A. Enable Table reports in Admin Center -> Upgrade Center.
- B. Enable Table reports by assigning Role Based Permissions.
- C. Enable Table reports in Admin Center -> Manage Ad Hoc Reports
- D. Enable Ad Hoc report builder and domain schemas in Provisioning.

**Answer: A**

Explanation:

\* Enabling Table Reports

\* To make table reporting available for a customer, the feature must first be enabled via the Upgrade Center in Admin Center. This is the initial step to ensure table reporting is accessible in the instance.

\* Why Other Options are Incorrect

\* B. Enable Ad Hoc report builder and domain schemas in Provisioning: This is for enabling Ad Hoc Reporting, not table reporting.

\* C. Enable Table reports by assigning Role Based Permissions: Permissions are configured after enabling the feature.

\* D. Enable Table reports in Admin Center -> Manage Ad Hoc Reports: This is not the initial step; the feature must first be activated in the Upgrade Center.

References

\* SAP SuccessFactors Admin Guide: Upgrade Center Features

### NEW QUESTION # 66

An executive reviews a canvas report on employee compensation. The executive discovers that NOT all employees are included in the report. You need to adjust the report so that all employees are included by default, but included employees can be adjusted at runtime. How do you accomplish this task? Note: There are 2 correct answers to this question.

- A. Enable User Prompted People Scope.
- B. Set the People Scope Team Manager to CEO and set Team Reporting Type to Team View.
- C. Set a run-time filter on User Sys ID.
- D. Set the People Scope Team Manager to Logged in User and set Team Reporting Type to other filters.

**Answer: A,D**

Explanation:

To include all employees in a report by default and allow runtime adjustments:

\* Enable User Prompted People Scope (A):

\* This allows the report runner to adjust the scope of employees included at runtime.

\* Set the People Scope Team Manager to Logged in User and Team Reporting Type to Other Filters (B):

\* By configuring the People Scope, all employees are included by default based on the team hierarchy, but the user can apply additional runtime filters to adjust the scope.

### NEW QUESTION # 67

When a user builds a query, what is the default People Scope of the query?

- A. All employees in the department of the logged-in user
- B. Direct Reports of the logged-in user
- C. All Reports of the logged-in user
- D. The HR reports of the logged-in user

**Answer: B**

Explanation:

\* Default People Scope:

\* When building a query, the default People Scope is set to the Direct Reports of the logged-in user. This ensures the user only sees data relevant to their scope of responsibility.

### NEW QUESTION # 68

You are creating a calculated column to calculate an employee's organizational tenure. Why does the formula in the screenshot result in an error?

- A. An "if then else" statement needs to be included.
- B. An incorrect dynamic date variable has been used.
- C. The result of the formula is negative.
- **D. An incorrect data type has been selected.**

**Answer: D**

Explanation:

- \* Error Analysis
- \* Calculated columns in Query Designer require the correct data type to be specified based on the formula. If the selected data type does not match the formula's expected output, an error occurs.
- \* Why the Error Occurs
- \* The formula appears to involve a calculation related to dates. If the data type is not set to a compatible format (e.g., "Number" or "Date"), the calculation fails.
- \* Why Other Options are Incorrect
- \* A (Incorrect Dynamic Date Variable): The issue is not with the date variable but with the data type.
- \* B (If-Then-Else Statement): Such a statement is unnecessary in the given formula.
- \* C (Negative Result): Negative results are not inherently problematic unless restricted by the data type.

References

- \* SAP SuccessFactors Calculated Columns Guide

### NEW QUESTION # 69

You want to create a report that shows one row per employee, that includes the total number of previous employers for each employee. Which tool must you use?

- **A. Aggregated Calculated Columns**
- B. Date Options
- C. Runtime Filters
- D. Calculated Columns

**Answer: A**

Explanation:

- \* Tool for Aggregation
- \* An Aggregated Calculated Column allows you to perform calculations, such as counting previous employers for each employee, and then display the results in a single row per employee.
- \* Why Other Options are Incorrect
- \* A (Runtime Filters): Filters data but does not aggregate or calculate totals.
- \* B (Calculated Columns): Useful for individual row-level calculations, but aggregation across rows requires Aggregated Calculated Columns.
- \* D (Date Options): Used for filtering or formatting date fields, not for aggregating data.

References

- \* SAP SuccessFactors Aggregated Calculated Columns Guide

### NEW QUESTION # 70

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