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SAP C-THR92-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.

Topic 2	• Canvas Reports and Page Designer: This part measures the capabilities of a Report Administrator and involves creating and customizing reports using Canvas Reports and Page Designer. It covers advanced query construction, formatting, pivot creation, and report distribution to enhance data presentation and usability.
Topic 3	• 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.
Topic 4	• Tile-Based Dashboard Framework: This domain targets a Dashboard Designer and covers building and managing tile-based dashboards. It encompasses creating tiles, assigning access, applying filters on dashboard data, and sharing dashboards to provide users with interactive and visually engaging insights.
Topic 5	• 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.
Topic 6	• Detailed Reporting Tool with Live Data: This section assesses the skills of an Advanced Report Developer and involves working with detailed reports that use live data feeds. It includes building customizable queries and using reporting tools to deliver real-time, actionable data to stakeholders.
Topic 7	• Provisioning Settings for Reporting: This area focuses on the abilities of a System Administrator and involves configuring and enabling the necessary settings in Provisioning to support reporting tools within SAP SuccessFactors. It includes setup tasks that ensure reporting solutions function properly within the system environment.

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SAP Certified Associate - SAP SuccessFactors People Analytics: Reporting Sample Questions (Q46-Q51):

NEW QUESTION # 46

In Query Designer, you are trying to create a conditional expression to relabel a field. You create the following expression: IF([User#Basic User Information#Gender] = "M" , "Male" : "Female") You received an error message saying the formula could NOT be computed. Which symbol in your expression is causing the error?

- A. #
- B. ,
- C. "
- D. :

Answer: D

Explanation:

* Understanding the Query Designer Expression Syntax In SAP SuccessFactors People Analytics Query Designer, conditional expressions are used to transform or relabel fields based on logical conditions.

These expressions rely on specific syntax that must be adhered to strictly. The issue in this scenario arises from the use of an

incorrect separator in the conditional statement.

* Analyzing the Given ExpressionThe expression provided:

IF([User#Basic User Information#Gender] = "M" , "Male" : "Female")

contains a colon (:) as the separator between "Male" and "Female". However, the correct syntax requires the use of a comma (,) instead of the colon.

* Correct Syntax Format for Conditional ExpressionsThe correct format for conditional expressions in SAP SuccessFactors People Analytics IF(Condition, Value_if_True, Value_if_False) Applying this to the provided example, the correct expression should be:

IF([User#Basic User Information#Gender] = "M", "Male", "Female")

* Root Cause of the ErrorThe colon (:) is not recognized as a valid syntax separator in the Query Designer's conditional expression format. As a result, the formula cannot be computed, and an error is generated.

* Resolving the IssueReplace the colon (:) with a comma (,), ensuring the conditional expression adheres to the correct syntax. The updated expression would look like this:

IF([User#Basic User Information#Gender] = "M", "Male", "Female")

* ValidationOnce corrected, the expression can be tested in Query Designer to confirm it computes without errors and provides the expected output.

References and Documentation

* SAP SuccessFactors People Analytics Reporting Guide: SAP Help Portal

* Conditional Expressions in People Analytics: Official documentation and training materials available on openSAP

* Query Designer Syntax Guidelines: Found in the SAP SuccessFactors People Analytics Query Designer User Guide.

Make sure to consult the above documentation for additional examples and syntax rules.

NEW QUESTION # 47

In the Advanced Reporting tool, you want to create a query where the results meet the following criteria: Only show one row per employee, Only show the pay components Base Salary and Bonus, Show these pay components as individual columns. You have joined the Global Job Information table with the Compensation table. What else must you do? Note: There are 2 correct answers to this question.



- A. Duplicate the Compensation table.
- B. Configure a table restriction of the Compensation table.
- C. Change the table join to the Compensation table to an inner join.
- D. Configure a table restriction of the Global Job Information table.

Answer: A,B

Explanation:

To meet the specified query requirements in Advanced Reporting:

* Duplicate the Compensation Table (B):

* You must duplicate the table to represent Base Salary and Bonus as separate columns. Each instance of the table focuses on one pay component.

* Configure a Table Restriction of the Compensation Table (C):

* Apply restrictions to filter the data in each duplicated table to only include the specific pay component (e.g., Base Salary in one table and Bonus in the other).

NEW QUESTION # 48

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

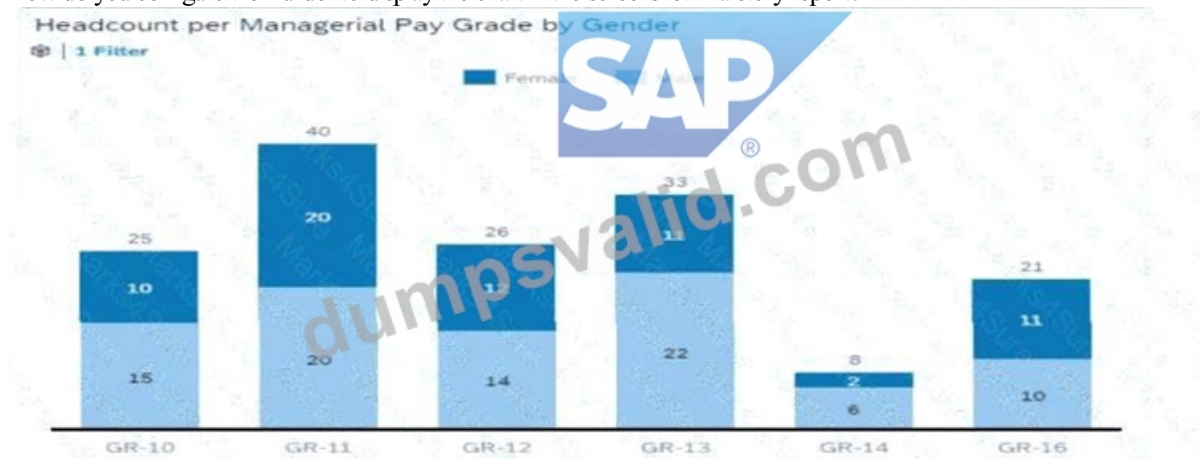
* D (Left Join): Includes all rows but does not filter for the matrix manager.

References

* SAP SuccessFactors Advanced Reporting Guide

NEW QUESTION # 49

How do you configure the Builder to display the chart in the screenshot in a story report?



Note: There are 3 correct answers to this question.

- A. Set Dimensions to Pay Grade.
- **B. Set Measures to EOP Headcount.**
- C. Set Color to Pay Grade.
- **D. Set Dimensions to Gender.**
- **E. Set Color to Gender.**

Answer: B,D,E

Explanation:

To configure the Builder to display the chart in the screenshot, you must:

* Set Dimensions to Gender (B):

* Gender defines the chart's grouping, ensuring the breakdown is displayed across male and female categories.

* Set Color to Gender (C):

* Using color for Gender distinguishes male and female headcounts visually in the bar chart.

- * Set Measures to EOP Headcount (E):
- * EOP (End-of-Period) Headcount is the quantitative measure displayed for each pay grade.

NEW QUESTION # 50

You are creating a Story report on employment and compensation information. You have created two queries to support the story report. The table and the left chart are using an employment query as its data source. The right chart uses a compensation query as its data source. Both queries include the field for the employee Job Title. When you add an input control to the page, it only filters the table and the left chart. What action must you take to configure the input control to effect both charts and the table?

- **A. Set up Linked Dimensions.**
- B. Enable Cascading Effects.
- C. Convert it to a Story Filter.
- D. Update Linked Analysis.

Answer: A

Explanation:

* Problem Description

* The input control must filter multiple queries (employment and compensation) by the Job Title field. This requires linking dimensions across the queries.

* Solution: Linked Dimensions

* Configuring Linked Dimensions connects the shared field (Job Title) between the queries. This ensures the input control affects all visuals based on the linked field.

* Why Other Options are Incorrect

* A (Story Filter): Applies filters globally but does not link dimensions between queries.

* B (Update Linked Analysis): Handles interactivity within a single query but not across multiple queries.

* C (Enable Cascading Effects): This is unrelated to linking dimensions.

References

* SAP SuccessFactors Linked Dimensions Guide

NEW QUESTION # 51

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