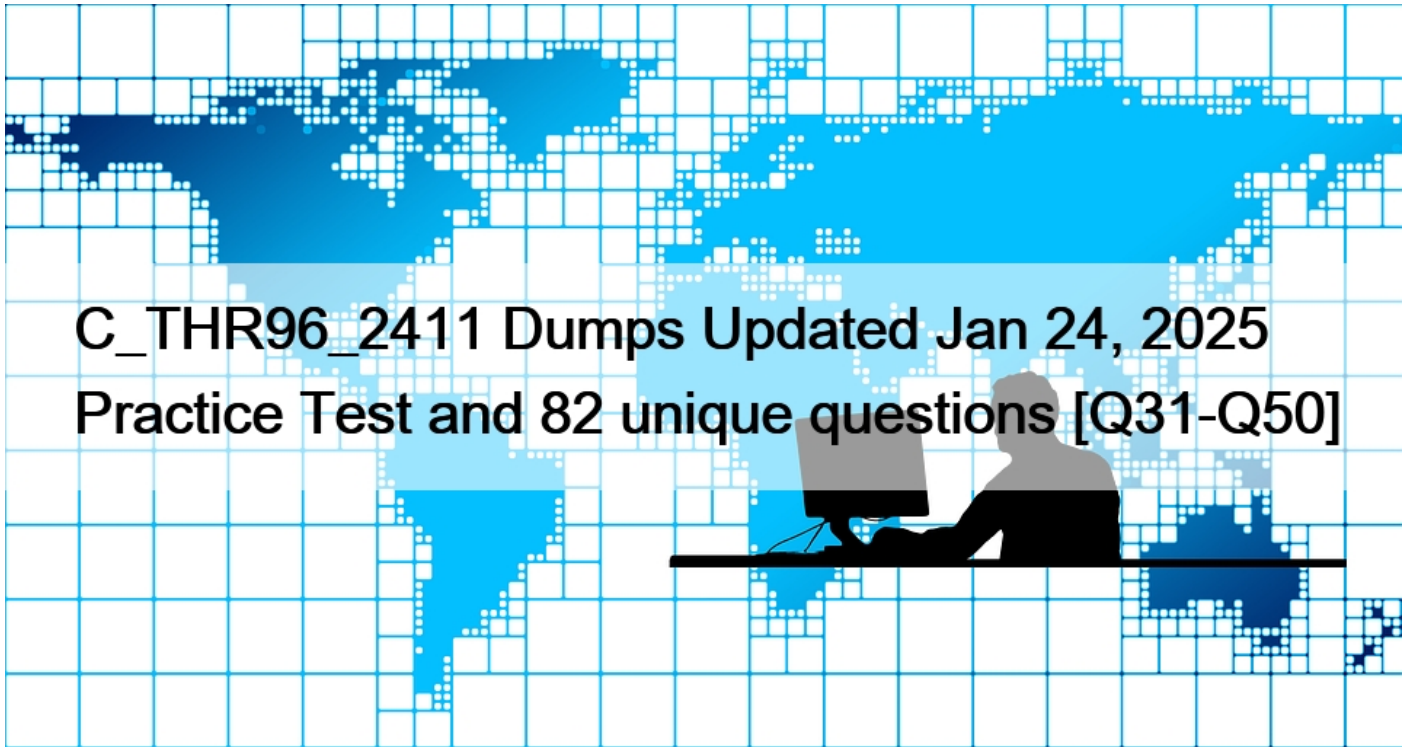# C_THR96_2411 Dumps Updated Jan 24, 2025 Practice Test and 82 unique questions [Q31-Q50

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SAP C_THR96_2411 Exam Syllabus Topics:

TopicDetailsTopic 1- Configure Dimensions and Add Measures: This section of the exam measures the skills of data analysts and covers configuring dimensions and adding measures in SAP SuccessFactors Workforce Analytics. It includes understanding how to set up dimensions for effective reporting.Topic 2- SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology: This section of the exam measures the skills of SAP consultants and covers prerequisites and methodologies for implementing Workforce Analytics on SAP HANA. It emphasizes understanding the steps required for successful deployment. A key skill assessed is following implementation methodologies to ensure project success.Topic 3- Process Data and Hierarchies: This section of the exam measures the skills of data managers and covers processing data and managing hierarchies within SAP SuccessFactors Workforce Analytics. It emphasizes techniques for organizing data for analysis.Topic 4- Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core in SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.Topic 5- Build Validation and Data Validation: This section of the exam measures the skills of the target audience in covering building validation processes and ensuring data integrity within SAP SuccessFactors Workforce Analytics.Topic 6- BI Fundamentals and Build Fact Tables: This section of the exam measures the skills of SAP Consultants and covers fundamental concepts related to business intelligence (BI) and building fact tables in SAP SuccessFactors. It includes understanding data modeling techniques used for analytics. A critical skill evaluated is creating fact tables to support reporting requirements.Topic 7- Create Lookups and Events: This section of the exam measures skills of SAP Consultants and covers creating lookups and events within SAP SuccessFactors Workforce

Analytics.Topic 8- Metrics Pack Fundamentals: This section of the exam measures the skills of SAP Professionals and covers the fundamentals of metrics packs in SAP SuccessFactors Workforce Analytics. It includes understanding how metrics packs are structured and utilized for reporting purposes.

NEW QUESTION 31

How are standard time dimensions grouped from top to bottom?
* Year -> Quarter -> Month
* Month -> Quarter ->Year
* Year -> Month -> Day
* Year -> Half Year -> Month

NEW QUESTION 32

According to SAP best practices at the start of the implementation project which of the following documents are provided to the client?

Note: There are 3 correct answers to this question.
* Discrepancy Report document
* Data Questionnaire document
* Project Summary document
* Metrics Pack document
* Specification document

NEW QUESTION 33

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?
* To set the value for Recruitment Source and Separation Reason Dimensions
* To apply employee attributes that are sourced from concatenation of multiple source columns
* To define the employee movement codes such as Hire Termination Promotion Demotion and Transfer
* To apply effective dating to an employee movement record

NEW QUESTION 34

How do you add columns to the Workforce Fact table?
* Select columns in a table from the Tables and Columns screen.
* Select columns in a SQL statement in the Dimensions tab.
* Add columns to a Workforce Analytics report.
* Add measures in the Measures tab.

NEW QUESTION 35

How does the Realize phase differ when implementing an SAP SuccessFactors Workforce Analytics on SAP HANA customer compared to a traditional implementation?

Note: There are 2 correct answers to this question.
* The beta/alpha site is published at the end of the process.
* The beta/alpha site is published early in the process.

* Issues are addressed after the beta site is published.
* Issues are addressed periodically throughout the implementation process.

NEW QUESTION 36

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answe rs to this question.
* Single-sign on has been enabled in the instance.
* SAP SuccessFactors Employee Central has been enabled in the instance.
* The user has permission to upload SAP HANA templates.
* The user has permission to access WFA on HANA Data Factory.
* Advanced Reporting has been enabled in the instance.

NEW QUESTION 37

What are the technical consultant's responsibilities during the SAP SuccessFactors Workforce Analytics implementation phase?
* Manage completion of beta site issues log.
* Build the dashboard and verify.
* Conduct customer training.
* Create the data staging framework.

NEW QUESTION 38

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base_Salary, what value would be retained for that calculated column?
* The value from all non-zero pay-component IDs would be retained separately.
* The value from each pay component ID would be summed.
* The value from each pay component ID would be overwritten sequentially.
* The value from all pay component IDs would be retained separately.

NEW QUESTION 39

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?
* SuccessFactors Admin
* WFA on HANA Admin
* WFA on HANA Data Factory
* Target Setting

NEW QUESTION 40

Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct answe rs to this question.
* Calculated Columns (Calculated Columns screen)
* Custom Measures
* Custom Dimensions
* Calculated Columns (Tables and Columns screen)

NEW QUESTION 41

What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure?
Note: There are 3 correct answers to this question.
* Leaf node IDs generated via SQL do NOT match the values returned in the data.
* The SQL statement returns the external code and employee data uses the internal code.
* Leaf node descriptions generated via SQL do NOT match the values returned in the data.
* The SQL statement returns the internal code and employee data uses the external code.
* The SQL statement returns the external code and employee data uses the external code.

NEW QUESTION 42

To which measures does the following calculation apply? if((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%],
'A','U','P') OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])),
[%#CFT#.HEAD_COUNT%], 0). Note: There are 3 correct answe rs to this question.
* SOP headcount
* Average headcount
* EOP headcount
* EOP headcount – inactive and other
* FTE headcount

NEW QUESTION 43

What is a flat dimension structure type?
* A type of structure that requires all employees to link to the leaf nodes
* A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
* A type of structure that has each level ID and name sourced as columns from a SQL statement or table
* A type of structure that has all nodes on the first level

NEW QUESTION 44

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?
* SuccessFactors Admin
* Target Setting
* WFA on HANA Admin
* WFA on HANA Data Factory

NEW QUESTION 45

What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?
* Personal Information
* Job Information
* Employment Information
* Biographical Information

NEW QUESTION 46

Where is the WFA Dimension Editor tool located?
* In Admin Center
* In Provisioning
* In SAP SuccessFactors Workforce Analytics Admin
* In WFA on HANA Admin

NEW QUESTION 47

To which measures does the following calculation apply?

if((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%] ‘A”U”P’) OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])) [%#CFT#.HEAD_COUNT%] 0) Note: There are 3 correct answers to this question.

* SOP headcount
* EOP headcount – inactive and other
* EOP headcount
* Average headcount
* FTE headcount

NEW QUESTION 48

What are the technical consultant’s responsibilities during the SAP SuccessFactors Workforce Analytics implementation phase?

* Manage completion of beta site issues log.
* Conduct customer training.
* Create the data staging framework.
* Build the dashboard and verify.

NEW QUESTION 49

What are some SAP recommended guiding principles to achieve clean core operations?Note: There are 3 correct answers to this question.

* Establish an organizational structure technical foundation and transformation methodology for clean core.
* Integrate clean core practices in the end-to-end value process chain.
* Establish release management.
* Define roles and responsibilities as part of a process transformation office.
* Establish regular housekeeping tasks and procedures.

NEW QUESTION 50

How would you validate a result measure ‘retention rate’ if the customer has a concern that the number is NOT accurate? Please refer to the formula below: Retention Rate = (SOP Headcount + External Hires – Terminations)/(SOP Headcount + External Hires) *100. Note: There are 3 correct answe rs to this question.

* Validate that the External Hires measure produces the correct figure via Drill to Detail.
* Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
* Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
* Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
* Validate that the Termination measure produces the correct figure via Drill to Detail.

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