Question 1

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

Options:

A- Standard fields

B- Transient fields

C- Custom fields

D- Country-specific fields

Answer:

D

Question 2

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

Options:

A- Set the Group for the Fact table to Inactive.

B- Remove all key mappings from the Fact table.

C- Deselect the Active flag in the Edit Fact table.

D- Remove all standard measures from the Fact table.

Answer:

C

Question 3

Question Type: MultipleChoice

A customer has defined the following EVENT codes for their movement logic from EMP_JOB_INFO_T table: Hire is identified where EVENT External Code = H (Hire) and R(Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create

to capture all employee movements for this customer? Note: There are 2 correct answers to this question.

Options:

A- Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes

B- Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes

C- Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes

D- Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes

Answer:

A, B

Question 4

Question Type: **MultipleChoice**

What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct answers to this question.

A- Nodes used in benchmarking are included.

B- Standard labels are applied for internationalization.

C- Initial dimension structure and dimension structure source are set.

D- Label override configuration is provided.

Answer:

A, B

Question 5

Question Type: MultipleChoice

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

Options:

A- MDF custom objects rely on XML-based configuration.

B- MDF custom objects are reported on with all SAP SuccessFactors reporting tools.

C- Customer accounts have a limited number of custom MDF objects.

D- MDF custom objects are managed with tools in the Admin Center.

Answer:

C, D

Question 6

Question Type: **MultipleChoice**

Why would you suggest that a customer implement Workforce Analytics (WFA) on SQL Server instead of WFA on HANA? Note: There are 2 correct answers to this question.

Options:

A- Because the customer needs to use SAP ERP HCM as the data source

B- Because the customer needs to use strategic workforce planning

C- Because the customer needs to use analytics tiles in the Insights panel

D- Because the customer needs to use WFA data in SAP Analytics Cloud

Answer:

A, B

Question 7

Question Type: **MultipleChoice**

What document is created from the responses to the Data Questionnaire?

Options:

A- Specification document

B- Discrepancy Report document

C- Project Summary document

D- Metrics Pack document

Answer:

A

Question 8

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

Options:

A- Used to group Hires, Movements or Terminations

B- Returns true/false based on an event

C- A filter to exclude Hires, Movements or Terminations

D- Used in a calculation to capture Hires, Movements or Terminations

Answer:

A, D

Question 9

What is the name of custom objects created with the Metadata Framework?

Options:

A- Generic objects

B- EC objects

C- Common objects

D- Foundation objects

Answer:

A

Question 10

Question Type: **MultipleChoice**

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.

Options:

A- The SQL statement returns the external code and employee data uses the external code.

B- The SQL statement returns the internal code and employee data uses the external code.

C- The SQL statement returns the external code and employee data uses the internal code.

D- Leaf node descriptions generated via SQL do NOT match the values returned in the data.

E- Leaf node IDs generated via SQL do NOT match the values returned in the data.

Answer:

B, C, E

Question 11

Question Type: **MultipleChoice**

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

Options:

A- Emp Employment Info table

B- Fo Event Reason T table

C- Emp Job Info T table

D- Fo Pay Component T table

Answer:

B, D