

# Latest Version: 6.0

## Question: 1

What time dimension is NOT available in SAP SuccessFactors Workforce Analytics to analyze data?  
Please choose the correct answer.

Response:

- A. Monthly
- B. Yearly
- C. Quarterly
- D. Bi-weekly

**Answer: D**

## Question: 2

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

There are 2 correct answers to this question.

Response:

- A. Promotion
- B. Internal Movement
- C. Transfer
- D. Other Movement

**Answer: A,C**

## Question: 3

What are some common tasks performed in the Deploy stage of a Workforce Analytics Implementation?  
There are 2 correct answers to this question.

Response:

- A. Complete the data validation for WFA on HANA.
- B. Update the data in Production instance for WFA on SQL.
- C. Final sign-off of the beta site for WFA on SQL.
- D. Copy the configuration to the Production instance for WFA on HANA.

**Answer: B,D**

### Question: 4

What task is completed during the Explore phase of the project?

Please choose the correct answer.

Response:

- A. Data Transfer
- B. Copy to Production
- C. Data Questionnaire
- D. Staging & Verification

**Answer: A**

### Question: 5

What type of measure does NOT have Drill to Detail capability?

Please choose the correct answer.

Response:

- A. Base input measure
- B. Custom measure
- C. Result measure
- D. Derived input measure

**Answer: D**

### Question: 6

Under which measure category can you find the Internal Hires measure?

Please choose the correct answer.

Response:

- A. Workforce Mobility
- B. Compensation and Benefits
- C. Workforce Profile
- D. Workforce Productivity

**Answer: A**

## Question: 7

Which of the following are controlled in the Permissions section of a role in SAP SuccessFactors Workforce Analytics?

There are 3 correct answers to this question.

Response:

- A. Landing page
- B. KPI page
- C. Workforce planning
- D. Site statistics
- E. Query Workspace

**Answer: C,D,E**

## Question: 8

Which information is included in a discrepancy report?

There are 3 correct answers to this question.

Response:

- A. Comments as to why an employee is in one count but NOT the other
- B. A list of employee names that SAP SuccessFactors and the customer both expect
- C. The number of employees a customer expects but SAP SuccessFactors does NOT
- D. The total number of employees for an organization
- E. The number of employees SAP SuccessFactors expects but the customer does NOT

**Answer: A,C,E**

## Question: 9

What action is NOT included in the Realize phase of a Workforce Analytics implementation?

Please choose the correct answer.

Response:

- A. Site navigation training
- B. User acceptance testing
- C. Production site publication
- D. Beta site publication

**Answer: C**

## Question: 10

In a Workforce Planning forecast, which components affect the calculation of the gap?

There are 3 correct answers to this question.

Response:

- A. External supply
- B. Voluntary terminations
- C. Acquisitions
- D. Involuntary terminations
- E. Retirements

**Answer: A,B,E**