



QUESTION & ANSWER

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Exam : **C_THR96_2111**

Title : SAP Certified Application
Associate - SAP
SuccessFactors Workforce
Analytics Technical
Consultant 2H/2021

Version : DEMO

1.To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object.

Where do you create the MDF object?

- A. In Admin Center -> Configure Object Definitions
- B. In Provisioning -> Import/Export Data Model
- C. In Admin Center -> Manage Data
- D. In Provisioning -> Edit Profile Meta Data

Answer: A

2.In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. employmentInfo
- B. jobInfo
- C. payComponentRecurring
- D. complInfo

Answer: C

3.The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct answers to this question.

- A. A consultant can add multiple pay component IDs into the same calculated column to track them.
- B. Destination Currency is specified in the
- C. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- D. If multiple pay component IDs are specified in the

Answer: B,D

4.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.

- 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

5.What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table can have multiple time-bound records for each object.
- B. The table has only one record per object.
- C. The table has time stamp attributes such as birth date and hire date.
- D. The table has NO time stamp information.

Answer: A