

SAP C_THR92

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Latest Version: 4.0

1. Micro Skill Drill Exam
2. Unified Scenario Exam

Topic: 1
Micro Skill Drill Exam

Question: 1

A food distribution company uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. HR operations creates a Table Report to support weekly review of employees approaching probation completion. The report runs, but several employees appear more than once when HR coordinators execute it. The central HR analyst confirms that the same employees are not duplicated in the underlying employee records.

The stakeholder objective is to provide a clean operational list that coordinators can use for follow-up actions. The measurable constraint is that the report must continue showing the required employee and assignment-related fields without hiding valid records. The team needs to correct the report logic before coordinators begin using it for weekly review.

Which action best addresses the duplicate rows while preserving the reporting requirement?

Response:

- A. Review the selected fields and report criteria to identify whether the Table Report is returning multiple rows because of the way related employee data is included.
- B. Remove employee assignment-related fields from the report so each employee appears only once regardless of the reporting purpose.
- C. Ask coordinators to filter duplicate rows manually after running the report so valid employees are not removed from the output.
- D. Restrict the report to central HR users only because duplicate rows indicate that coordinators do not have correct execution access.

Answer: A

Explanation:

Feedback:

This addresses the report design and retrieval layer by validating how selected fields and criteria produce the output rows. Duplicate rows can occur when the report structure retrieves related data in a way that creates multiple result lines for the same employee.

Question: 2

A transportation company uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. HR leaders review a shared tile-based dashboard showing workforce availability by operating division. After the dashboard is shared with division HR managers, one tile displays totals correctly for headquarters users but returns mixed-division values for some division managers. The tile is visible, and the source report can run successfully for the dashboard owner.

The stakeholder objective is to keep one leadership dashboard that supports consistent review across divisions. The measurable constraint is that each manager must see only the division data permitted by assigned reporting access. The administrator must correct the tile behavior without creating separate dashboard versions for each division.

Which action best resolves the dashboard issue while preserving the single-dashboard requirement?

Response:

- A. Create separate dashboards for each division so every tile can be manually filtered before sharing.
- B. Validate the tile filter behavior, dashboard sharing assignment, and role-based data scope for the affected division managers.
- C. Remove division-specific filtering so all managers see the same workforce availability totals on the shared dashboard.
- D. Have the dashboard owner run the source report monthly and upload static values into the dashboard before each review.

Answer: B

Explanation:

Feedback:

This addresses the configuration layers that control tile output: filter logic, dashboard availability, and authorized reporting data scope. It supports a single shared dashboard while ensuring each manager receives only permitted division-level results.

Question: 3

A biotechnology company is preparing a people analytics report for quarterly workforce planning. The report in SAP SuccessFactors Platform: Reporting must summarize critical role coverage by department and employment type. HR wants to include every available workforce attribute so leaders can explore additional questions during the meeting, while the executive sponsor wants a concise report that can be reviewed in a short planning session.

The environment is public cloud and web-based. The measurable constraint is that leadership must be able to interpret the report during the meeting without follow-up analysis, while the design should still remain flexible enough for later reporting refinement.

Which approach best balances immediate leadership usability with maintainable future reporting?

Response:

- A. Configure a focused report around the approved planning dimensions and document additional candidate fields for later evaluation.
- B. Include every requested workforce attribute so the first report can answer possible future leadership questions.
- C. Build separate reports for each department so leaders can review smaller outputs during the planning session.
- D. Delay the quarterly report until HR confirms all future workforce planning attributes that may be requested.

Answer: A

Explanation:

Feedback:

This supports the report at the decision-design layer. Focusing on approved planning dimensions keeps the first output interpretable during the meeting, while documenting future fields preserves a controlled path for later reporting refinement.

Question: 4

A manufacturing group is preparing a people analytics report to support workforce planning for two plants. The HR team wants the report to show job family, department, and employment status so plant leaders can identify where staffing gaps are forming. During validation, the output shows correct employee counts, but several employees appear under outdated departments after recent organizational changes.

The reporting consultant confirms that the report layout and audience are correct. The issue appears only for employees who moved between departments during the reporting period. Plant leaders need a reliable summary for the next planning cycle, and the organization does not want a one-time spreadsheet correction because the same report will be reused monthly.

Which action best addresses the reporting problem while preserving repeatable monthly reporting?

Response:

- A. Add a note to the report explaining that department values may be outdated during periods of organizational movement.
- B. Create a separate static monthly spreadsheet for employees who changed departments during the reporting period.
- C. Remove department from the report so the headcount totals remain accurate for plant-level workforce planning.
- D. Validate the report's data context and effective-dated selection logic so organizational changes are reflected consistently in the output.

Answer: D

Explanation:

Feedback:

This resolves the issue at the data-context layer. Since the output is accurate for counts but inconsistent for employees with organizational movement, validating effective-dated selection and HRIS reporting context supports repeatable monthly reporting with current organizational alignment.

Question: 5

A regional insurance provider uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. During a Report Center review, the HR reporting administrator finds that several reports are still marked as available to a legacy analyst group that no longer performs monthly reporting. One report is also referenced in a current leadership reporting package, but the package owner is unsure whether the listed report is the current approved version.

The stakeholder objective is to prevent unsupported report usage while preserving current leadership reporting. The measurable constraint is that no active reporting package should lose a required report during cleanup. The administrator must decide how to validate the artifact before changing availability. Which action best supports controlled report cleanup without disrupting valid reporting use?

Response:

- A. Remove access for the legacy analyst group and immediately archive every report that was previously available to that group.
- B. Validate report ownership, current package usage, and approved version status before restricting obsolete report availability.
- C. Keep all legacy group access unchanged until the leadership package owner confirms the exact report version manually.
- D. Duplicate the referenced report and make the duplicate available to leadership before changing legacy group visibility.

Answer: C

Explanation:

Feedback:

This resolves the lifecycle issue by confirming ownership, active usage, and version validity before changing availability. It preserves operational reporting while allowing obsolete report access to be restricted based on validated report status.

Question: 6

A facilities management company uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. HR operations creates a Table Report to identify employees whose work location information requires review. The report runs for regional coordinators, but the output excludes employees with blank location-review values even though those employees should be included for follow-up. Coordinators can view the employees in their assigned regions through other reporting outputs.

The stakeholder objective is to provide a complete weekly correction list. The measurable constraint is that the report must include missing-value cases while continuing to respect each coordinator's regional employee population. The issue appears tied to how report criteria treat blank values, not to broad access failure.

Which action best corrects the Table Report output?

Response:

- A. Adjust the report criteria and selected field logic so missing location-review values are included within each coordinator's authorized regional scope.
- B. Remove the location-review field from the report so the output includes all employees assigned to each regional coordinator.
- C. Give coordinators access to all regions so they can determine whether blank values exist outside their assigned population.
- D. Ask coordinators to maintain a separate list of employees with missing location-review values outside the reporting tool.

Answer: A

Explanation:

Feedback:

This addresses the report definition layer by validating how the field and criteria handle missing values during execution. It preserves regional authorization while allowing the report to retrieve the incomplete records required for follow-up.

Question: 7

A construction services company uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. During enablement testing, HR analysts can open the reporting area and run existing reports, but a newly configured reporting feature is visible only in the test administrator's session. The analyst group has the expected employee data access for its assigned population. The stakeholder objective is to complete feature readiness testing before expanding the rollout. The measurable constraint is that analysts must not be granted broad administrator access just to make the feature visible. The consultant must determine whether the issue is caused by feature enablement, availability assignment, or employee data permissions.

What should the consultant validate first?

Response:

- A. Reassign the same employee data permissions to the analyst group so the reporting feature refreshes in the interface.
- B. Ask the test administrator to run the feature validation and share screenshots with the analyst group.
- C. Confirm the reporting feature enablement and availability assignment for the analyst group before changing administrator access.
- D. Remove the analyst group from readiness testing until all reporting features are visible without role adjustments.

Answer: C

Explanation:

Feedback:

This targets the correct configuration layer by checking whether the feature is enabled and assigned for the intended analyst group. It avoids unnecessary administrator access and separates reporting availability from employee data scope.

Question: 8

A regional apparel distributor uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. HR maintains a report containing employee performance-risk indicators for a restricted HR review group. A warehouse manager requests access before a staffing meeting because the warehouse needs insight into potential coverage issues. The manager has general workforce reporting access but is not assigned to the restricted HR review role.

The stakeholder objective is to support the staffing meeting on time. The measurable constraint is that performance-risk indicators must remain unavailable outside approved reporting roles. The report owner must decide how to support the request without weakening role-based report availability. Which decision best satisfies the staffing need while preserving reporting governance?

Response:

- A. Provide a governed summary that excludes restricted indicators and aligns with the warehouse manager's permitted reporting scope.
- B. Temporarily share the restricted report with the warehouse manager and remove access after the staffing meeting.
- C. Export the restricted report and send only warehouse-specific rows so the manager does not need report access.
- D. Duplicate the report with restricted labels removed and share the duplicate for the staffing meeting only.

Answer: A

Explanation:

Feedback:

This supports the staffing objective while preserving the approved access boundary. Restricted indicator retrieval remains within authorized roles, and the manager receives information aligned to the permitted reporting scope.

Question: 9

A publishing company uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. An HR analyst creates a Story Report for leadership that includes a trend chart and a summary table for employee transfers. The chart correctly reflects transfers by month, but the summary table includes employees whose transfer status is not part of the chart selection. Both widgets are intended to use the same reporting population and viewer permissions.

The stakeholder objective is to provide a single report that leadership can use for trend review and follow-up. The measurable constraint is that the summary table must remain aligned with the chart selection without expanding data access or removing required transfer filters. The analyst needs to correct the report before sharing it.

Which action best aligns the Story Report widgets?

Response:

- A. Validate the chart and summary table query logic, filter binding, and permitted data scope used by the report viewers.
- B. Remove the summary table so leadership uses only the trend chart for monthly transfer analysis.
- C. Give viewers broader employee transfer access so the chart and table can both retrieve all possible transfer records.
- D. Export the chart and table separately so leadership can compare differences outside the report before making decisions.

Answer: A

Explanation:

Feedback:

This addresses the report construction layers that control widget consistency. Aligning query logic, filter binding, and authorized retrieval scope allows both widgets to reflect the same selected population without changing governance boundaries.

Question: 10

A regional engineering firm uses SAP SuccessFactors Platform: Reporting in a public cloud, web-based environment. The HR reporting administrator reviews Report Center after a restructuring of HR responsibilities. A recurring skills availability report is still assigned to an inactive owner, but it remains part of a monthly workforce planning routine. A draft replacement exists, but it has not been validated by the planning team.

The stakeholder objective is to improve report ownership control without interrupting the monthly routine. The measurable constraint is that workforce planning users must continue using a validated report artifact. The administrator must decide how to handle ownership, draft status, and report availability before the next cycle.

Which action best supports controlled report lifecycle management?

Response:

- A. Assign accountable ownership to the validated recurring report, confirm current use, and keep the draft restricted until approved.
- B. Archive the inactive-owner report immediately and make the draft replacement available to workforce planning users.
- C. Keep both reports visible so users can compare the recurring report and draft replacement during the next cycle.
- D. Export the recurring report monthly and remove Report Center access until ownership review is completed.

Answer: A

Explanation:

Feedback:

This preserves the validated reporting artifact while correcting the ownership gap. It controls draft availability until approval is confirmed and keeps the active workforce planning routine aligned to a governed report lifecycle.

Topic: 2

Unified Scenario Exam

Question: 11

CHALLENGE 2 — Crew Readiness Population Scope In Story Reports

A Story Report widget shows the expected certification readiness count for central HR, but a plant HR reviewer sees a smaller count. Some missing records belong to maintenance crews shared between two plant locations.

What should the consultant validate first?

Response:

- A. Whether central HR can export the full result and distribute it to plant HR outside Report Center
- B. Whether the Story Report should be converted into a Table Report for all plant reviewers
- C. Whether role-based population scope and widget filters align with the plant reviewer's crew responsibility
- D. Whether the plant reviewer should receive central HR access so the readiness count matches

Answer: C

Explanation:

Feedback:

The difference may be caused by the interaction between population scope and widget filters. The consultant should validate whether shared crew records fall within the plant reviewer's authorized responsibility before changing access or report type.

Question: 12

CHALLENGE 2 — Crew Readiness Population Scope In Story Reports

Plant HR says the missing shared-crew records are needed for outage readiness validation. HR data owners are concerned that broadening the reviewer's scope could expose crew records from unrelated plants.

Which recommendation best balances the constraints?

Response:

- A. Expand the plant reviewer's scope to all maintenance crews across the utility
- B. Remove all plant filters from the Story Report so every reviewer sees the full population
- C. Validate whether the shared-crew records are within the reviewer's assigned responsibility before adjusting scope or filters
- D. Ask central HR to reconcile the missing records manually after each test cycle

Answer: C

Explanation:

Feedback:

The appropriate action is to confirm whether the shared-crew records legitimately belong to the reviewer's responsibility. This supports a targeted adjustment while preserving role-scoped access.

Question: 13

CHALLENGE 3 — Maintenance Extract Field And Distribution Control

A Table Report extract for maintenance coordinators runs quickly and supports outage planning. The extract includes employee-level fields used by HR analysts, but coordinators only need availability and assignment indicators.

What should the consultant recommend first?

Response:

- A. Review the extract fields and narrow the output to the coordinator reporting purpose
- B. Share the extract unchanged because fast execution supports outage planning
- C. Convert the extract into a Canvas Report because formatted reports automatically restrict fields
- D. Ask HR analysts to email the extract to coordinators after each planning meeting

Answer: A

Explanation:

Feedback:

The extract should match the coordinator use case before distribution expands. Narrowing the output preserves fast operational reporting while reducing unnecessary employee-level exposure.

Question: 14

CHALLENGE 3 — Maintenance Extract Field And Distribution Control

Maintenance coordinators prefer distributed extracts because they are faster to use before outage meetings. HR data owners prefer controlled report access where role-scoped execution can be validated.

Which recommendation best supports the test objective?

Response:

- A. Use distribution only because direct report execution is unnecessary for operational users
- B. Remove all distributed extracts because Report Center should be the only reporting access method
- C. Validate report access, distribution audience, and role-scoped execution before relying on distributed extracts
- D. Give maintenance coordinators HR analyst permissions so distributed and direct results always match

Answer: C

Explanation:

Feedback:

Distribution can support operational convenience, but it should not replace validation of controlled access and role-scoped execution. The test objective requires both usability and governed reporting behavior.

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