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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q11-Q16):**

### **NEW QUESTION # 11**

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- B. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- C. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- D. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions

**Answer: A**

### **NEW QUESTION # 12**

What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To create custom measures
- B. To add a level to the structure of a dimension
- C. To create aggregations (or pivots) in data
- D. To add additional logic to a base input measure or dimension

**Answer: D**

### **NEW QUESTION # 13**

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct answers to this question.

- A. Tables can be sourced from a Lookup.
- B. Source table records can be spliced across time.
- C. It supports structural dimensions.
- D. It provides full support to calculate hires, movements, and terminations.
- E. Source records can be reduced to one active fact record for any point in time.

**Answer: B,D,E**

### **NEW QUESTION # 14**

Which of the following dimensions should NOT be turned on for Measure Hires?

- A. Recruitment Source
- B. Gender
- C. Separation Reasons
- D. Future Leader

**Answer: A**

### **NEW QUESTION # 15**

How do you add columns to the Workforce Fact table?

- A. Select columns in a table from the Tables and Columns screen.
- B. Add measures in the Measures tab.
- C. Select columns in a SQL statement in the Dimensions tab.
- D. Add columns to a Workforce Analytics report.

**Answer: A**

## NEW QUESTION # 16

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