



Topic 2	<ul style="list-style-type: none"> <li>• Process Data and Hierarchies: This section of the exam measures skills of HR Data Specialists and focuses on the processes involved in validating and organizing data through hierarchies for clean and structured workforce analysis.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• Metadata Framework (MDF) Fundamentals: This section of the exam measures skills of Analytics Consultants and covers the foundational understanding of Metadata Framework elements, including object definitions and the relationship between MDF and analytics structures.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• Build Validation and Data Validation: This section of the exam evaluates the ability of Analytics Consultants to implement build validations and data checks to ensure integrity, accuracy, and consistency of analytical outputs before go-live.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q45-Q50):

### NEW QUESTION # 45

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

- A. Generic objects
- B. Foundation objects
- C. Common objects
- D. EC objects

Answer: A

### NEW QUESTION # 46

What are Derived Input Measures?

- A. Breakdowns of measure values across administrative and geographic structures
- B. Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- C. Base Input Measures filtered by Dimensions
- D. Calculations of Base Input Measures and Derived Input Measures combined in formulas

Answer: C

### NEW QUESTION # 47

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log:

InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing: Component=component "Parent Child Convertor Workforce \_\_ Organizational Unit" (28) ---> System.Exception: Duplicate id generated as 3631545\_3639040\_UNK\_DIV. Here is the parent and child path for duplication - { LEVEL\_1\_ID='3631545'

LEVEL\_1\_NAME='ROMPETROL DOWNSTREAM' LEVEL\_2\_ID='3631545\_3639040' LEVEL\_2\_NAME='Supply Chain'.

Why do you get this error?

- A. The Data Factory has a database connection error.
- B. The Organizational Unit structure is unable to access the table.
- C. The Organizational Unit structure does NOT link to employee records.
- **D. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.**

**Answer: D**

#### NEW QUESTION # 48

Which rollout types are available when a record is spliced? Note: There are 3 correct answers to this question.

- A. Average
- B. EOP
- **C. Normal**
- **D. Prorata**
- **E. SOP**

**Answer: C,D,E**

#### NEW QUESTION # 49

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- **A. Contact Information**
- **B. Address Information**
- C. Compensation Information
- D. Job Information

**Answer: A,B**

#### NEW QUESTION # 50

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