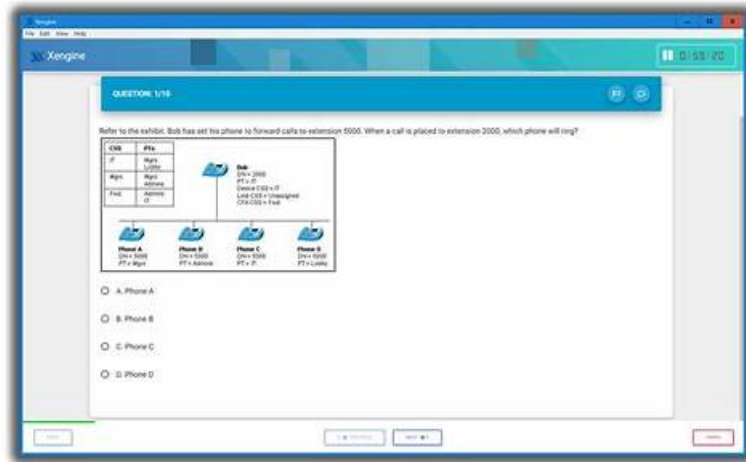


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

### NEW QUESTION # 43

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. 7: An Event List condition for each movement type. An Increase in Value for Promotions. 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. 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
- D. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions

**Answer: C**

#### NEW QUESTION # 44

What is the purpose of a metrics pack?

- A. To form a blueprint of a customer's business logic
- B. To gather information on a customer's data sourcing requirements
- C. To align with a Metadata Framework object
- D. To provide a logical group of data items to generate related measures and reporting breakdowns

**Answer: D**

#### NEW QUESTION # 45

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

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

**Answer: B,C**

#### NEW QUESTION # 46

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- A. A filter to exclude Hires, Movements or Terminations
- B. Used in a calculation to capture Hires, Movements or Terminations
- C. Used to group Hires, Movements or Terminations
- D. Returns true/false based on an event

**Answer: B,C**

#### NEW QUESTION # 47

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base\_Salary, what value would be retained for that calculated column?

- A. The value from all pay component IDs would be retained separately.
- B. The value from each pay component ID would be summed.
- C. The value from each pay component ID would be overwritten sequentially.
- D. The value from all non-zero pay-component IDs would be retained separately.

**Answer: C**

#### NEW QUESTION # 48

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