

SAP C_THR96_2411

**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Workforce Analytics**

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Subjects

1. Build Validation and Data Validation
2. SAP SuccessFactors Employee Central Fundamentals
3. Process Data and Hierarchies
4. Configure Dimensions and Add Measures
5. Metrics Pack Fundamentals
6. Create Lookups and Events
7. Managing Clean Core
8. Metadata Framework (MDF) Fundamentals
9. SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology
10. BI Fundamentals and Build Fact Tables

Topic: 1

Build Validation and Data Validation

Question: 1

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

Error: System.ArgumentException: Item has already been added. Key in dictionary:

'[location].[location].[level1_che_zznostateprovince_geneva]' Key being added:

'[location].[location].[level1_che_zznostateprovince_geneva]'

at System.Collections.SortedList.Add(Object key Object value)

at System.Collections.SortedList.SyncSortedList.Add(Object key Object value)

at Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path String parentPath Int32 depth String caption) in How do you fix the error?

- A. Make sure 'geneva' has a unique single parent in the SQL statement.
- B. Ensure 'geneva' has a parent in the SQL statement.
- C. Convert all 'geneva' into upper case in the SQL statement.
- D. Exclude 'geneva' from the hierarchy.

Answer: A

Build Validation and Data Validation

Question: 2

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

Error: System.ArgumentException: Item has already been added. Key in dictionary: "[location].[location].[level1_che_zznostateprovince_geneva]" Key being added: "[location].[location].[level1_che_zznostateprovince_geneva]"
at System.Collections.SortedList.Add(Object key Object value)
at System.Collections.SortedList.SyncSortedList.Add(Object key Object value)
at Hrml.DataObjects.HrmlOrgCubeDimensionTree.Add TreeNode(String path String parentPath Int32 depth String caption) in What is the cause of this error?

- A. 'geneva' has multiple IDs with different cases for example 'Geneva' in the data.
- B. ' geneva' has multiple parents in the data used to build the hierarchy.
- C. 'geneva' is a restricted word and CANNOT be used as an ID.
- D. 'geneva' does NOT have a parent in the data used to build the hierarchy.

Answer: A

Build Validation and Data Validation

Question: 3

How do you implement Promotion In Demotion In and Transfer In metrics? Note: There are 3 correct answers to this question.

- A. Map nodes into corresponding categories in Recruitment Source dimension.
- B. Configure measure Movement In.
- C. Configure measure Movement Out.
- D. Configure Event List and Hire Movement Terms.
- E. Map nodes into corresponding categories in Separation Reason dimension.

Answer: B, C, D

Build Validation and Data Validation

Question: 4

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below:

Retention Rate = (SOP Headcount + External Hires - Terminations)/(SOP Headcount + External Hires)

*100 Note: There are 3 correct answers to this question.

- A. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- B. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- C. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
- D. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- E. Validate that the Termination measure produces the correct figure via Drill to Detail.

Answer: A, C, D

Build Validation and Data Validation

Question: 5

What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure? Note: There are 3 correct answers to this question.

- A. Leaf node IDs generated via SQL do NOT match the values returned in the data.
- B. The SQL statement returns the external code and employee data uses the internal code.
- C. Leaf node descriptions generated via SQL do NOT match the values returned in the data.
- D. The SQL statement returns the internal code and employee data uses the external code.
- E. The SQL statement returns the external code and employee data uses the external code.

Answer: A, B, C

Build Validation and Data Validation

Question: 6

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

Answer: B

Build Validation and Data Validation

Question: 7

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities?

Note: There are 2 correct answers to this question.

- A. If multiple pay component IDs are specified in the 'Base Salary calculated column they will overwrite each other's figure based on the effective date.
- B. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- C. Destination Currency is specified in the "Default Currency Code" field.
- D. A consultant can add multiple pay component IDs into the same calculated column to track them.

Answer: D

Build Validation and Data Validation

Question: 8

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

Answer: A

Build Validation and Data Validation

Question: 9

A base input measure configured in data factory does NOT produce any result.

Which of the following actions could be helpful to debug the error?

Note: There are 3 correct answers to this question.

- A. Return all records from Drill to Detail and manually check the value against measure syntax.
- B. Temporarily disable Role-Based Permission for the data required to build the base input measure.
- C. Create a dummy measure that returns all record from the same fact table.
- D. Create a new query in advanced reporting that returns the values derived for the base input measure.
- E. Add all fields used in measure calculation syntax into Drill to Detail.

Answer: A, C, E

Build Validation and Data Validation

Question: 10

How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct answers to this question.

- A. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.
- B. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- C. Create two calculated columns: one for local salary figure the other for local currency type and add them into Drill to Detail.
- D. Use Drill to Detail to compare source and target salary figures and currencies.
- E. Create two calculated columns: one for converted target salary figure the other for target currency type and add them into Drill to Detail.

Answer: A, D, E

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