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SuccessFactors Workforce Analytics**

Questions&AnswersPDF

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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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