



Informatica® Metadata Command Center  
November 2025

# SAP SuccessFactors Sources

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# Preface

Read *SAP SuccessFactors Sources* to learn how to register and configure SAP SuccessFactors sources in Metadata Command Center as catalog sources. After you configure a catalog source, you extract metadata and then view the results in Data Governance and Catalog.

## CHAPTER 1

# Introduction to SAP SuccessFactors catalog sources

You can use Metadata Command Center to extract metadata from a source system.

A source system is any system that contains data or metadata. For example, SAP SuccessFactors is a source system from which you can extract metadata through an SAP SuccessFactors catalog source with Metadata Command Center. A catalog source is an object that represents and contains metadata from the source system.

Before you extract metadata from a source system, you first create and register a catalog source that represents the source system. Then you configure capabilities for the catalog source. A capability is a task that Metadata Command Center can perform, such as metadata extraction, lineage discovery, data profiling, data classification, or glossary association.

When Metadata Command Center extracts metadata, Data Governance and Catalog displays the extracted metadata and its attributes as technical assets. You can then perform tasks such as analyzing the assets, viewing relationships, and creating links between those assets and their business context.

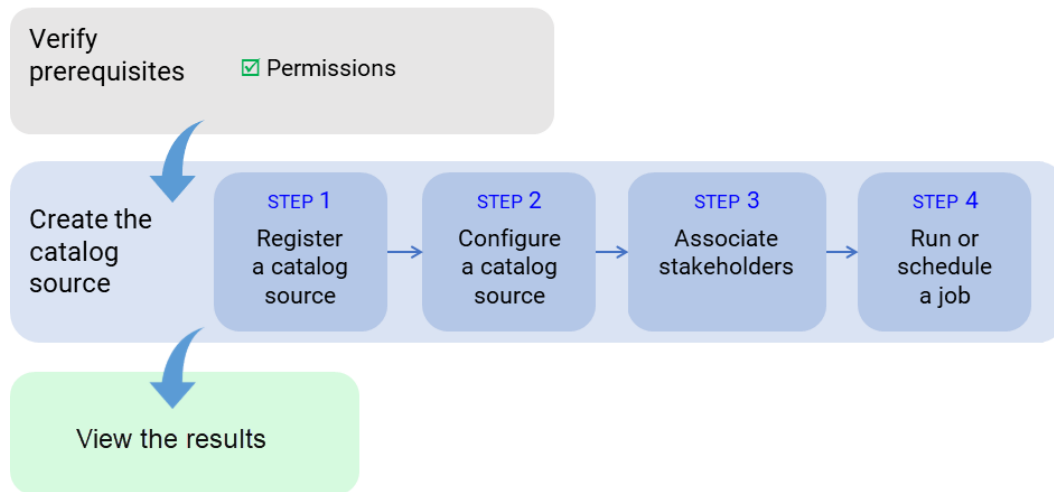
The following table describes the capabilities of the catalog source:

Capability	Description
Data Profiling and Quality	<ul style="list-style-type: none"><li>- <b>Data Profiling.</b> Assesses source metadata and analyzes the collected statistics to discover content and structure, such as value distribution, patterns, and data types.</li><li>- <b>Data Quality.</b> Measures the reliability of the data and enables data usage.</li></ul>

# Extraction and view process

To extract metadata from a source system, configure the catalog source and run the extraction job in Metadata Command Center. Then view the results in Data Governance and Catalog.

The following image shows the process to extract metadata from SAP SuccessFactors:



After you verify prerequisites, perform the following tasks to extract metadata from SAP SuccessFactors:

1. Register a catalog source. Create a catalog source object, select SAP SuccessFactors, and then select and test the connection.
2. Configure the catalog source. Specify the runtime environment and configure parameters for metadata extraction. Optionally, add filters to include or exclude source system assets from metadata extraction. You can also configure other capabilities such as data profiling and quality, data classification, or glossary association.
3. Optionally, associate stakeholders. Associate users with technical assets, giving the users permission to perform actions determined by their roles.
4. Run or schedule the catalog source job.

After you run the catalog source job, you view the results in Data Governance and Catalog.

## About the SAP SuccessFactors catalog source

You can use the SAP SuccessFactors catalog source to extract metadata from an SAP SuccessFactors source system.

SAP SuccessFactors is a cloud-based software for human capital management (HCM).

## Extracted metadata

You can use the SAP SuccessFactors catalog source to extract metadata from an SAP SuccessFactors source system.

Metadata Command Center extracts the following metadata from an SAP SuccessFactors source system:

- Foreign key
- Primary key
- SAP schema
- SAP table
- SAP table field
- SAP view
- SAP view field

An SAP SuccessFactors catalog source can only extract metadata from ODATA API entities represented as tables.

## CHAPTER 2

# Before you begin

Before you create a catalog source, ensure that you have the information required to connect to the source system.

Perform the following tasks:

- Create a connection to the SAP SuccessFactors source system in Administrator.
- Ensure that you have the administrator role in your SAP SuccessFactors instance.

## Create a connection

Create an SAP SuccessFactors connection object in Administrator with the connection details of the SAP SuccessFactors source system.

1. In Administrator, select **Connections**.
2. Click **New Connection**.
3. Enter the following connection details:

Property	Description
Connection Name	Name of the connection. Each connection name must be unique within the organization. Connection names can contain alphanumeric characters, spaces, and the following special characters: _ . + -, Maximum length is 255 characters.
Description	Description of the connection. Maximum length is 4000 characters.
Runtime Environment	The name of the runtime environment where you want to run tasks. For more information about how to configure and use the runtime environments, see <i>Runtime Environments</i> in the Administrator help.
User name	The user name to access the SuccessFactors ODATA account. The user name uses a combination of company ID and user name of your SuccessFactors OData account in the following format: User name@Company ID
Password	The password to access the SuccessFactors ODATA account.



Property	Description
URL	SuccessFactors service root URL. For example, enter <a href="https://apisalesdemo8.successfactors.com/odata/v2">https://apisalesdemo8.successfactors.com/odata/v2</a> For more information, see the SAP SuccessFactors documentation.
Security Type	Security protocol that you can use to establish a secure connection with the SuccessFactors server. Select SSL or TLS.
TrustStore File Name	Applies to security type. Name of the truststore file that contains the public certificate for the SuccessFactors server.
TrustStore Password	Applies to security type. Password for the truststore file that contains the public certificate for the SuccessFactors server.
KeyStore File Name	Applies to security type. Name of the keystore file that contains the private key for the SuccessFactors server.
KeyStore Password	Applies to security type. Password for the keystore file that contains the private key for the SuccessFactors server.
Authentication Type	Method to authenticate access to the SuccessFactors ODATA account Select one of the following authentication types: <ul style="list-style-type: none"> <li>- HTTP Basic Authentication. Requires administrator access to the OData API and credentials for a valid account.</li> <li>- OAuth 2.0. Requires you to register a OAuth 2.0 client application that is authorized to access the OData API and valid OAuth token associated with the client application.</li> </ul>

- Select the authentication type to connect to SAP SuccessFactors and enter the required properties.  
You can use the following authentication types:
  - HTTP Basic Authentication
  - OAuth 2.0
- Click **Test Connection**.
- Click **Save**.

## OAuth 2.0 authentication

The following table describes the connection properties for OAuth 2.0 authentication:

Property	Description
User name	The user name to access the SuccessFactors ODATA account. The user name uses a combination of company ID and user name of your SuccessFactors OData account in the following format: User name@Company ID
API KEY	Enter the API key that the OAuth Utility returns when you register your OAuth 2.0 client application. For more information about how to get the API key,, see the SuccessFactors documentation.

Property	Description
PRIVATE KEY	Enter the private key that the OAuth Utility returns when you generate the X.509 certificate. For more information about how to get the private key, see the SuccessFactors documentation.
COMPANY ID	If you select OAuth 2.0 authentication, enter the company ID that SuccessFactors returns when you create an account in SuccessFactors.

## CHAPTER 3

# Create catalog sources in Metadata Command Center

Use Metadata Command Center to configure a catalog source for SAP SuccessFactors and extract metadata.

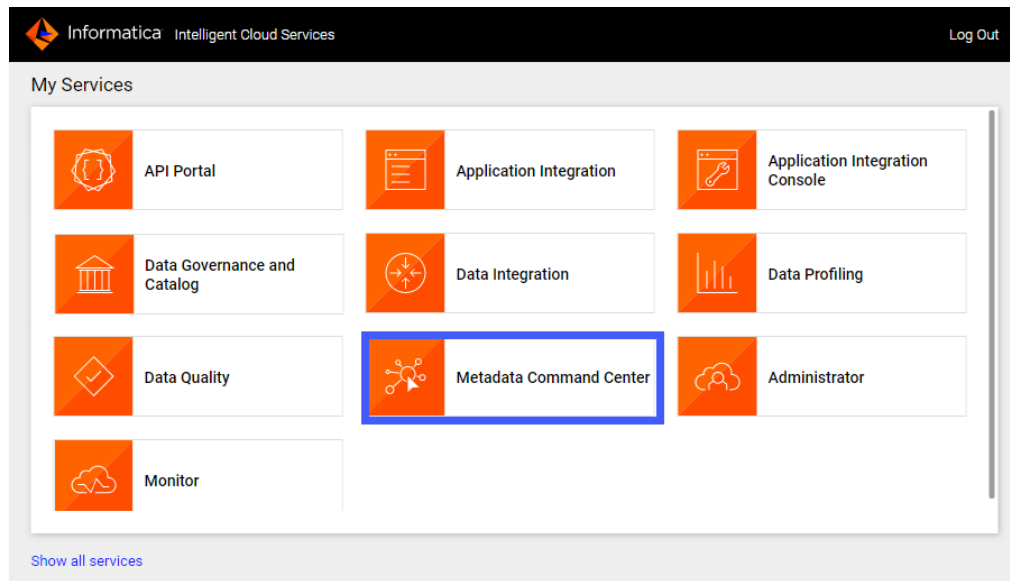
When you configure a catalog source, you define the source system where you want to extract metadata from. Configure filters to include or exclude source system metadata before you run the job. Optionally, configure other capabilities, such as lineage discovery, data profiling and quality, data classification, relationship discovery, and glossary association. To provide stakeholders access to technical assets, you can assign access through stakeholder roles. You can also associate technical assets extracted from the catalog source to asset groups.

## Step 1. Register a catalog source

When you register a catalog source, provide general information and connection values.

1. Log in to Informatica Intelligent Cloud Services.  
The **My Services** page appears.
2. Click **Metadata Command Center**.

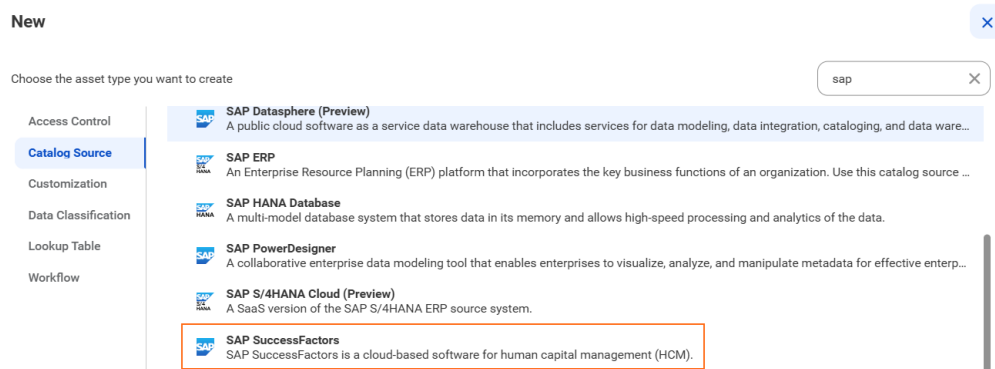
The following image shows the Metadata Command Center box on the **My Services** page:



The Metadata Command Center home page appears.

3. Click **New**.
4. Select **Catalog Source** from the list of asset types.
5. Select SAP SuccessFactors from the list of catalog source types.

The following image shows the SAP SuccessFactors catalog source type:



6. Click **Create**.

The **New Catalog Source** page opens.

7. In the **General Information** section, enter a name and an optional description for the catalog source.

**Note:** You can rename a catalog source after you create it, but to apply the change to all associated objects you must rerun the metadata extraction job.

After you save the catalog source, you can update the description in Metadata Command Center and Data Governance and Catalog. The update appears only in the service in which you update it.

8. In the **Connection Information** area, select the connection that you created in Administrator.

**Note:** To create or edit a catalog source, you need permissions on the connection to the source system. Select a connection that you have access to, or ask the administrator to grant the necessary permissions to the connection that you want to use.

9. Click **Connection Properties** to expand and view the connection properties for the selected connection.
10. Click **Test Connection** to test your connection to the source system.

11. Click **Next**.

The **Configuration** page appears.

## Step 2. Configure capabilities

When you configure the SAP SuccessFactors catalog source, you define the settings for the metadata extraction capability.

The metadata extraction capability extracts source metadata from external source systems. You can also configure other capabilities that the catalog source includes.

You can save the catalog source configuration at any point after you enter the connection information. After you save the catalog source, you can choose to run the catalog source job. To run the job once, click **Run**. To run metadata extraction and other capabilities on a recurring schedule, configure schedules on the **Schedule** tab.

### Configure metadata extraction

When you configure the SAP SuccessFactors catalog source, you choose a runtime environment, define filters, and enter configuration parameters for metadata extraction.

1. In the **Connection and Runtime** area, choose a serverless runtime environment or the Secure Agent group where you want to run catalog source jobs.

**Note:** Serverless runtime environment options are available if the catalog source works with a serverless runtime environment.

2. Choose to retain, delete, or deprecate objects that are deleted from the source system in the catalog with the **Metadata Change Option**.
  - **Retain.** Retains objects that are deleted from the source system in the catalog. If you update or add a filter, the catalog retains objects extracted from the previous job and extracts additional objects that match the current filter. Objects deleted from the source system are not deleted from the catalog. Enrichments added on deleted objects and relationships are retained.
  - **Delete.** Deletes metadata from the catalog based on objects deleted from the source system and changes you make to the filter. Enrichments added on deleted objects and relationships are also permanently lost. Objects renamed in the source system are removed and recreated in the catalog.
  - **Deprecate.** The lifecycle of objects imported into the catalog moves to Obsolete based on objects deleted from the source system and changes you make to the filter. This does not impact enrichments added on deprecated objects and relationships. Objects renamed in the source system are removed and recreated in the catalog. When you run the catalog source job again for other capabilities such as data classification, relationship discovery, or glossary association, the job doesn't consider obsolete objects. Obsolete objects remain in the catalog until they are purged when you run a **Purge Obsolete Objects** job on the **Explore** page.

**Note:** You can also change the configured metadata change option when you run a catalog source.

3. In the **Filters** area, define one or more filter conditions to apply for metadata extraction:
  - a. From the **Include/Exclude** list, choose to include or exclude metadata based on the filter parameters.
  - b. From the Object type list, select **Table**, **View** or **All**.

- c. Enter the filter values.

Filters can contain asterisks. Asterisks represent multiple characters.

The following image shows the filter condition options:

- d. To define an additional filter with an OR condition, click the **Add** icon.

The following image shows a sample filter added:

4. Optional. In the **Configuration Parameters** area, enter additional settings.

The following table describes the property that you enter for additional settings:

**Note:** The **Additional Settings** section appears when you click **Show Advanced**.

Property	Description
Expert Parameters	Enter additional configuration options to be passed at runtime. Required if you need to troubleshoot the catalog source job. <b>Caution:</b> Use expert parameters when it is recommended by Informatica Global Customer Support.

5. Configure additional capabilities for the catalog source by clicking on the tabs.

## Configure data profiling and quality

Enable the data profiling capability to evaluate the quality of metadata extracted from the SAP SuccessFactors source system.

You can run data profiling and quality capabilities on SAP SuccessFactors using data integration.

1. Click the **Data Profiling and Quality** tab.
2. Expand **Data Profiling** and select **Enable Data Profiling**.

**Note:** Ensure that you have permissions on all the staging connections that you use in your data profiling configuration. You can't run the job if you don't have permissions on the connections that you use. Select connections that you have access to, or ask the administrator to grant the necessary permissions on the connections that you want to use.

3. In the **Connection and Runtime** area, choose the Secure Agent group where you want to run catalog source jobs.
4. Optionally, specify data profiling filters to run the profile on a subset of the metadata that you extract.
  - a. Select **Yes** to view filter options.

- b. From the Include or Exclude metadata list, choose to include or exclude metadata based on the filter parameters.
- c. From the Object type list, select **Table**.
- d. Enter the name of the object as the filter value.

Example:

You extracted metadata of all tables from a schema and now you want to profile a specific table. Select **Table** from the Object type option and then enter the table name in the input field. For example, `BenefitProgramEnrollmentDetail` includes or excludes tables named 'BenefitProgramEnrollmentDetail'.

To include or exclude multiple objects, click the **Add** icon to add filters with the OR condition.

5. In the **Parameters** area, configure the parameters.

The following table describes the parameters that you can enter:

Parameter	Description
Modes of Run	Determine the type of data that you want the data profiling task to collect. Choose one of the following options: <ul style="list-style-type: none"> <li>Keep signatures only. Collects only aggregate information such as data types, average, standard deviation, and patterns.</li> <li>Keep signatures and values. Collects both signatures and data values.</li> </ul>
Profiling Scope	Determine whether you want to run data profiling only on the changes made to the source system or on the entire source system. Choose one of the following options: <ul style="list-style-type: none"> <li>Incremental. Includes only source metadata that is changed or updated since the last profile run.</li> <li>Full. Includes the entire metadata that is extracted based on the filters applied for extraction.</li> </ul>
Sampling Type	Determine the sample rows on which you want to run the data profiling task. Choose one of the following options: <ul style="list-style-type: none"> <li>All Rows. Runs data profiling on all rows in the metadata.</li> <li>Limit N Rows. Runs data profiling on a limited number of rows.</li> </ul>
No of rows to limit	Required if you select <b>Limit N Rows</b> in Sampling Type. Specify the number of rows on which you want to run data profiling.
Maximum Precision of String Fields	The maximum precision value for profiles on string data type. You can set a maximum precision value of 255 characters. Default is 50.
Text Qualifier	The character that defines string boundaries. If you select a quote character, profiling ignores delimiters within the quotes. Select a qualifier from the list. Default is Double Quote.

6. Expand **Data Quality** and select **Enable Data Quality**.

**Note:** You can click **Use Data Profiling Parameters** to use the same parameters as in the **Data Profiling** section.

**Note:** Ensure that you have permissions on all the staging and flat file connections that you use in your data quality configuration. You can't run the job if you don't have permissions on the connections that you use. Select connections that you have access to, or ask the administrator to grant the necessary permissions on the connections that you want to use.

7. In the **Connection and Runtime** area, choose the Secure Agent group where you want to run catalog source jobs.
8. In the **Parameters** area, configure the parameters.

The following table describes the properties that you can enter:

Parameter	Description
Data Quality Rule Automation	<p>Enable the option to automatically create or update rule occurrences for data elements in the catalog source.</p> <p>Choose one of the following options:</p> <ul style="list-style-type: none"> <li>• Apply on Data Elements linked with Business Dataset. Creates rule occurrences for all data elements that are linked with business data sets in the catalog source.</li> <li>• Apply on all Data Elements. Creates rule occurrences for all data elements in the catalog source.</li> </ul>
Cache Result	<p>Specify how you want to preview rule occurrence results.</p> <p>Choose one of the following options:</p> <ul style="list-style-type: none"> <li>• Agent Cache. Generates a cache file in the runtime environment. You can preview the cached results faster in subsequent data preview runs. The results are cached for seven days by default after the first run in the runtime environment.</li> <li>• No Cache. Doesn't cache the preview results. You can view the live results.</li> </ul>
Run Rule Occurrence Frequency	Specify whether you want to run data quality rules based on the frequency defined for the rule occurrence in Data Governance and Catalog.
Sampling Type	<p>Determine the sample rows on which you want to run the data quality task.</p> <p>Choose one of the following options:</p> <ul style="list-style-type: none"> <li>• All Rows. Runs data quality on all rows in the metadata.</li> <li>• Limit N Rows. Runs data quality on a limited number of rows.</li> </ul>
No of rows to limit	Required if you select <b>Limit N Rows</b> in Sampling Type. Specify the number of rows on which you want to run data quality.
Maximum Precision of String Fields	The maximum precision value for profiles on string data type. You can set a maximum precision value of 255 characters. Default is 50.
Text Qualifier	The character that defines string boundaries. If you select a quote character, data quality ignores delimiters within the quotes. Select a qualifier from the list. Default is Double Quote.

9. Click **Next**.

The **Associations** page appears.



## Step 3. Associate stakeholders and asset groups

Associate users or user groups within a stakeholder role as stakeholders for technical assets in Data Governance and Catalog. Also, you can choose to assign technical assets extracted from the catalog source to asset groups. You can then use access policies to control permissions on assets that are assigned to asset groups.

Verify that the administrator assigned users and user groups to the stakeholder role that you want to associate with technical assets.

1. To associate users or user groups as stakeholders with technical assets extracted from the catalog source, perform the following steps:
  - a. On the **Associations** page, click **Stakeholders**.
  - b. Select **Assign Stakeholders**.
  - c. Select a stakeholder role.
  - d. Click **Select** to add users and user groups from the stakeholder role as stakeholders for the technical assets.

The **Add Users & User Groups** dialog box displays a list of users and user groups assigned to the selected stakeholder role.

Add Users & User Groups

Users User Groups

All Users (1)

Find 🔍 ↕

<input type="checkbox"/>	Full Name	Email	User Name	Status
<input type="checkbox"/>	gov owner_09			Active

? OK Cancel

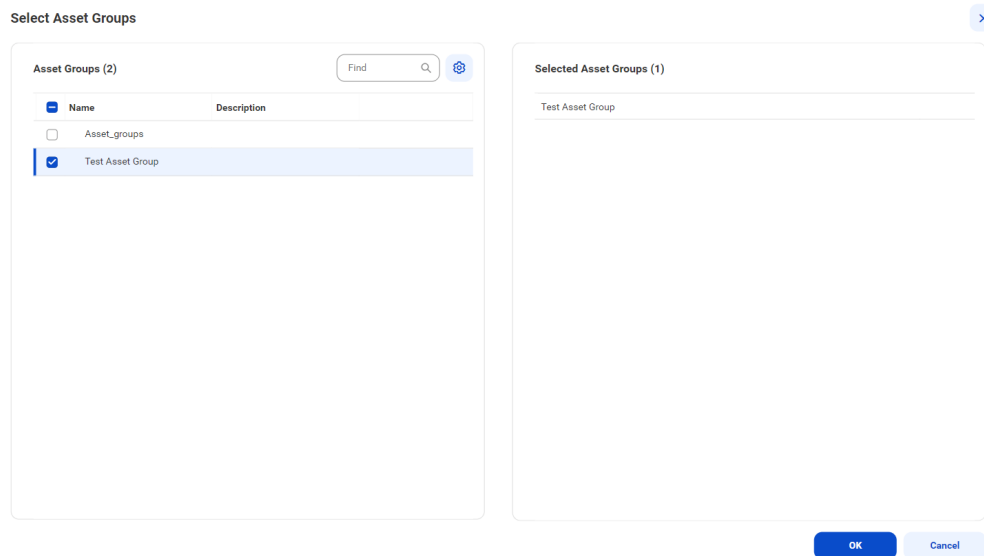
- e. Select one or more users or user groups to assign as stakeholders for the technical assets, and click **OK**.

Only the selected users and user groups belonging to the specified stakeholder role are granted the permissions to technical assets.
  - f. To assign users or user groups from another stakeholder role, click **Add** and then repeat the steps.
2. To assign asset groups to technical assets extracted from the catalog source, perform the following steps:
    - a. On the **Associations** page, click **Asset Groups**.
    - b. Select **Assign Asset Groups**.
    - c. Click **Select**.

The **Select Asset Groups** dialog box displays the list of asset groups.

If you enabled an access policy that includes an asset group, you can only view assets that belong to that asset group.

3. Select the asset groups to which you want to assign technical assets extracted from the catalog source, and click **OK**.



4. Choose to save and run the job or to schedule a recurring job.
  - To save and run the job, click **Save** and then **Run**.
  - To schedule a recurring job, click **Next** to open the **Schedule** page.

## Step 4. Run or schedule the job

Choose to run a catalog source job manually, or configure it to run on schedule.

**Note:** You can't run multiple jobs simultaneously.

You can choose to perform a full or an incremental metadata extraction. A full metadata extraction extracts all objects from the source to the catalog. An incremental metadata extraction extracts only the changed and new objects since the last successful catalog source job run. Incremental metadata extraction doesn't remove deleted objects from the catalog and doesn't extract metadata of code-based objects if applicable.

When you run an incremental metadata extraction job with a filter to include metadata from objects, the job extracts only the objects that have the latest timestamp since the last successful job.

**Note:** The incremental extraction option appears if it is available for the catalog source.

### Run the job manually

Click **Save** to save the catalog source and click **Run**. On the **Run Catalog Source Job** window, click **Run** to run the job.

You can override the capabilities that you selected while configuring your catalog source on the **Configuration** page. The first time you run the catalog source job, the metadata extraction capability is mandatory. From the second run onwards, you can choose to override the configured metadata change option. You can retain, delete, or deprecate objects that are deleted from the source in the catalog. For subsequent runs of the catalog source job, the metadata extraction capability is optional.

**Note:** You can choose incremental metadata extraction for subsequent runs only after one full metadata extraction job completes successfully. Incremental metadata extraction jobs run with the **Retain** metadata change option even if you set the option to **Delete** or **Deprecate** in the catalog source.

**Note:** To run a catalog source job, you need permissions on the connection to the source system. To run a catalog source job for catalog sources that reference other source systems, you need permissions on the connections for all the reference source systems.

## Run the job on a schedule

You can choose to run metadata extraction and other capabilities on a recurring schedule. You can't choose incremental metadata extraction and full metadata extraction in the same schedule. To create a schedule for incremental metadata extraction, you must have completed at least one full metadata extraction job successfully. If not, first create a schedule for a full metadata extraction.

If an incremental metadata extraction is scheduled to run when the last run details aren't available, the job first performs a full metadata extraction, followed by incremental metadata extraction on subsequent runs.

For example, this can happen in the following scenarios:

- You create schedules for both incremental metadata extraction and full metadata extraction, but schedule the incremental extraction to run before the first full metadata extraction job.
  - You create schedules for both incremental metadata extraction and full metadata extraction, but delete the full metadata extraction schedule before its first run.
1. On the **Schedule** tab, select **Run on Schedule**.  
The **Schedule** configuration page opens.
  2. Click the checkbox corresponding to each capability that you want to include in the schedule.
  3. Enter the start date, time zone, and the interval at which you want to run the job.
  4. You can manage additional schedules using the following options:
    - To create a new schedule, click the **Add** button.
    - To delete a schedule, click the **Delete** button.
    - To enable or disable a schedule, click the **Enable Schedule** toggle button.

**Note:** You can create a maximum of one schedule per capability that you enable. If you purged a catalog source or did not run the metadata extraction job, the catalog source job runs metadata extraction before running other scheduled capabilities.

**Note:** To create a schedule, you need permissions on the connection to the source system. If you lose permissions on the connection after you create a schedule, the scheduled jobs continue to run.

5. Click **Save** to save the schedule.

## Monitor job status

After the job runs, you can monitor the status of the job on the **Overview** page of the job.

For more information about job monitoring, see *Administration*.

## CHAPTER 4

# View results in Data Governance and Catalog

After Metadata Command Center runs a job, you can view the results in Data Governance and Catalog where the catalog source and its elements are called technical assets. You can view the catalog source and the included technical assets in a hierarchical structure.

When referenced source systems are connected to a catalog source, you can expand the hierarchy to see details about the technical asset's component elements.

You can view the relationship information of an asset in a catalog source to see individual elements such as data sources, calculations, and filters. When you view the relationship information of an asset, you can see how the assets relate to one another.

## View metadata extraction results

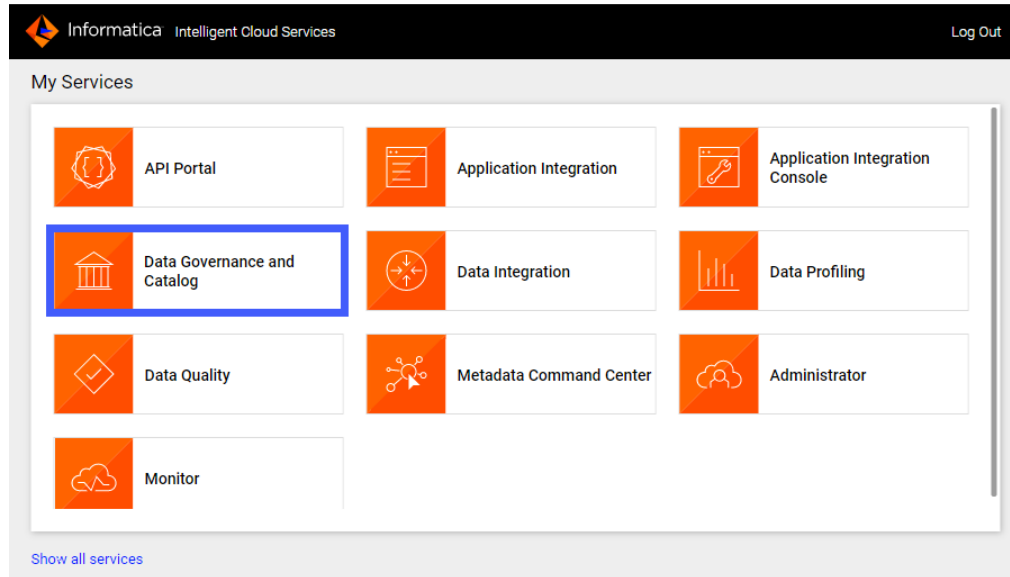
After a job runs in Metadata Command Center, view the results in Data Governance and Catalog. You can view details about source system contents as hierarchical displays and view relationships with database assets.

1. Log in to Informatica Intelligent Cloud Services.

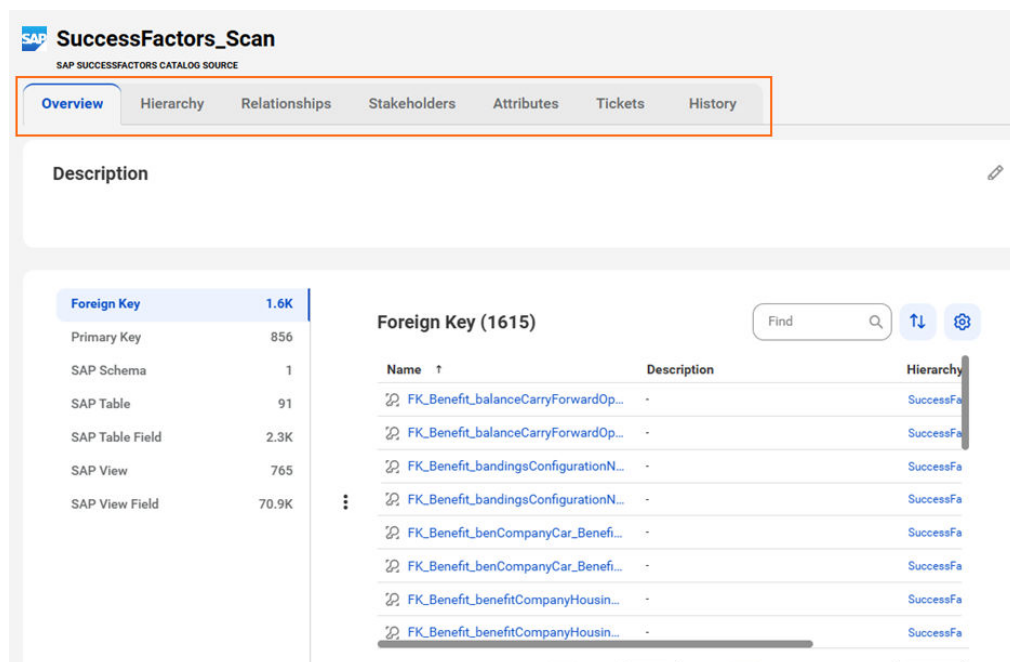
The **My Services** page appears.

2. Click Data Governance and Catalog.

The following image shows the Data Governance and Catalog box on the **My Services** page:



3. On the Data Governance and Catalog home page, click the number in the **Technical Assets** panel. The **Technical Assets** page opens.
4. Select **Catalog Source** in the **Filter** list. The list of catalog sources opens.
5. Search for the catalog source from which you extracted metadata, and click the name. The **Overview** tab of the asset opens. The following image shows a sample asset page:



6. View the asset from different perspectives by clicking on the tabs.

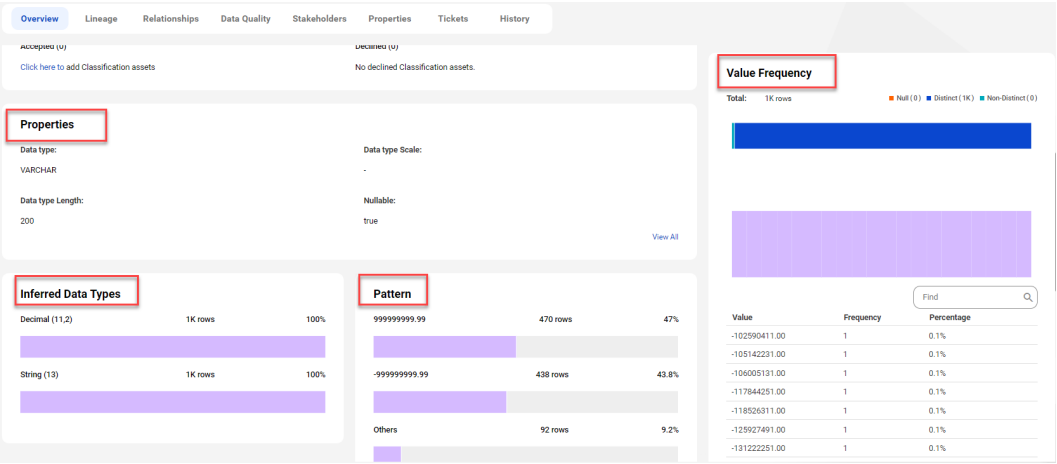
For more information about working with assets, see *Working with Assets* in *Data Governance and Catalog* help.

# View data profiling results

When you enable the data profiling task for a catalog source in Metadata Command Center, the system runs a profile to evaluate the quality of the metadata extracted from the source system. The profiling statistics appear in Data Governance and Catalog when you open the technical assets.

The scope of profiling statistics that Data Governance and Catalog displays depends on the data profiling configuration parameters that you set when you configured the catalog source in Metadata Command Center.

The following image shows the data profiling statistics that appear on a column asset page in Data Governance and Catalog:



For more information about data profiling results, see *Asset Details* in the Data Governance and Catalog help.

# View relationships

Relationship views are available for technical assets in the catalog source. You can connect assets to each other using different types of relationships.

A relationship between assets shows how the assets relate to one another. When data from a source system is ingested into the catalog, Data Governance and Catalog can automatically create relationships among the technical assets of that source system.

For more information about viewing relationships, see *Relationships* in the Data Governance and Catalog help.

## View relationships at catalog source level

The **Relationships** tab of an asset page displays the relationships between the selected asset and other business and technical assets in Data Governance and Catalog.

The SAP SuccessFactors catalog source reads metadata from the input data model and creates reference assets in the model. You can view the relationship with reference objects without performing connection assignment. After connection assignment, you can view the relationship between the actual objects extracted by the SAP SuccessFactors catalog source.

To view relationships at the catalog source level, search for and open an SAP SuccessFactors catalog source, click the **Relationships** tab and expand the catalog source.

The following image shows the relationship between the Benefit table and the SAP Table Field, Foreign Key, PrimaryKey, SAP Schema and SAP View:

