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## SAP C\_THR96\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• Create Lookups and Events: This section of the exam measures skills of HR Data Specialists and includes configuring lookup tables and event types used to enrich data calculations and contextual reporting in the analytics solution.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• BI Fundamentals and Build Fact Tables: This section of the exam evaluates the ability of Analytics Consultants to apply business intelligence concepts when constructing fact tables, which serve as the basis for metric reporting in WFA.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• Configure Dimensions and Add Measures: This section of the exam assesses the knowledge of Analytics Consultants in defining dimensions and assigning appropriate measures to support meaningful segmentation and aggregation in dashboards and reports.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• Metrics Pack Fundamentals: This section of the exam evaluates the ability of Analytics Consultants to work with pre-delivered metrics packs, focusing on their role in enabling standard KPI definitions and reporting frameworks in Workforce Analytics.</li> </ul>
Topic 5	<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 6	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q11-Q16):

### NEW QUESTION # 11

Which of the following dimensions should NOT be turned on for Measure Terminations?

- A. Gender
- B. Future Leader
- C. Recruitment Source
- D. Separation Reasons

**Answer: D**

### NEW QUESTION # 12

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

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

**Answer: C,D,E**

### NEW QUESTION # 13

What can you use Dimension Editor for?

- A. Control the labels and groupings for manually maintained dimensions.
- B. Add, edit, or delete hierarchical dimensions.
- C. Change the configuration of a generated dimension.
- D. Modify the Position Org Chart and Org Chart views in SAP SuccessFactors Employee Central.

**Answer: A**

#### **NEW QUESTION # 14**

What is a flat dimension structure type?

- A. A type of structure that has all nodes on the first level
- **B. A type of structure that has each level ID and name sourced as columns from a SQL statement or table**
- C. A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
- D. A type of structure that requires all employees to link to the leaf nodes

**Answer: B**

#### **NEW QUESTION # 15**

When would you use a Lookup?

- A. When the Hire Date is sourced from a different date column for the system upload event
- B. When a dimension is sourced from a combination of multiple columns
- C. When exclusion logic is based on an external code value of a foundation object
- **D. When a dimension needs a description from the Label table**

**Answer: D**

#### **NEW QUESTION # 16**

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