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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>SAP SuccessFactors Employee Central Fundamentals: This section of the exam assesses the knowledge of HR Data Specialists in understanding how Employee Central structures and employee data relate to and impact the setup of Workforce Analytics.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Build Validation and Data Validation: This section of the exam evaluates the ability of Analytics Consultants to implement build validations and data checks to ensure integrity, accuracy, and consistency of analytical outputs before go-live.</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>This section of the exam measures skills of HR Data Specialists and covers the preconditions for a successful WFA on HANA implementation, including system readiness, integration points, and methodology phases.</li> </ul>
Topic 6	<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 7	<ul style="list-style-type: none"> <li>Metadata Framework (MDF) Fundamentals: This section of the exam measures skills of Analytics Consultants and covers the foundational understanding of Metadata Framework elements, including object definitions and the relationship between MDF and analytics structures.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q18-Q23):

### NEW QUESTION # 18

According to SAP best practices, at the start of the implementation project, which of the following documents are provided to the client? Note: There are 3 correct answers to this question.

- A. Specification document.
- B. Data Questionnaire document**
- C. Metrics Pack document**
- D. Discrepancy Report document.
- E. Project Summary document**

**Answer: B,C,E**

### NEW QUESTION # 19

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answers to this question.

- A. The user has permission to access WFA on HANA Data Factory.
- B. The user has permission to upload SAP HANA templates.**
- C. Advanced Reporting has been enabled in the instance.**
- D. SAP SuccessFactors Employee Central has been enabled in the instance.**
- E. Single-sign on has been enabled in the instance.

**Answer: B,C,D**

## NEW QUESTION # 20

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table has NO time stamp information.
- B. The table has only one record per object.
- C. The table has time stamp attributes such as birth date and hire date.
- D. The table can have multiple time-bound records for each object.

**Answer: D**

## NEW QUESTION # 21

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Remove all key mappings from the Fact table.
- B. Remove all standard measures from the Fact table.
- C. Set the Group for the Fact table to Inactive.
- D. Deselect the Active flag in the Edit Fact table.

**Answer: D**

## NEW QUESTION # 22

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- A. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- B. Select each required dimension listed above and turn on the missing measures respectively.
- C. Select each measure listed above and turn on the missing dimensions respectively.
- D. Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.

**Answer: A,D**

## NEW QUESTION # 23

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## Questions

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