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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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.
Topic 3	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.
Topic 4	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.
Topic 5	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.
Topic 6	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.

Topic 7	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 8	• 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.
Topic 9	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q45-Q50):

NEW QUESTION # 45

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Add the Effective End Date column and leave the Special Use Type option to None.
- B. Add the Effective Start Date column and the staging framework will calculate the end date by default.
- C. Add the Effective Start Date column and set the Special Use Type option to ToDate.
- D. Add the Effective End Date column and set the Special Use Type option to ToDate.

Answer: B,D

NEW QUESTION # 46

Which of the following is commonly used in benchmark comparisons?

- A. Base Input Measure
- B. Derived Input Measure
- C. Restricted Base Input Measure
- D. Result Measure

Answer: D

NEW QUESTION # 47

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Type (Duration)
- B. Employment Status
- C. Employment Level
- D. Employment Type (Attendance)

Answer: A

NEW QUESTION # 48

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- A. MDF custom objects rely on XML-based configuration.
- **B. Customer accounts have a limited number of custom MDF objects.**
- C. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- **D. MDF custom objects are managed with tools in the Admin Center.**

Answer: B,D

NEW QUESTION # 49

A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table. Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- A. Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column
- B. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column
- C. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- **D. Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column**

Answer: D

NEW QUESTION # 50

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