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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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.
Topic 4	<ul style="list-style-type: none">• 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.
Topic 5	<ul style="list-style-type: none">• 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 6	<ul style="list-style-type: none">• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

NEW QUESTION # 43

What happens when the Primary Person ID and Secondary Person ID Special Use Type properties are set on a single table?

- A. A Lookup is created in the Lookup tab to join tables with Primary Person ID to a Secondary Person ID(s).
- B. A relationship is defined for a parent (primary)/child (secondary) relationship for a supervisor structure.
- C. A mapping is created between the Primary Person within a position and Secondary Person(s) within that position.
- D. A mapping is created between an employee's identifier and the employee's assignment(s).

Answer: A

NEW QUESTION # 44

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- B. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for

Promotions. An Event List and a Decrease in Value for Demotions

- C. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- D. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

Answer: B

NEW QUESTION # 45

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. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.**
- B. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- **C. Use Drill to Detail to compare source and target salary figures and currencies.**
- D. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.
- **E. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.**

Answer: A,C,E

NEW QUESTION # 46

How do you add columns to the Workforce Fact table?

- A. Select columns in a SQL statement in the Dimensions tab.
- B. Add measures in the Measures tab.
- **C. Select columns in a table from the Tables and Columns screen.**
- D. Add columns to a Workforce Analytics report.

Answer: C

NEW QUESTION # 47

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- A. Use a calculated column to filter unwanted records.
- B. Use the To Date Special Use Type on a date field.
- C. Use a calculated column called Effective Sequence.
- **D. Use the Effective Sequence Special Use Type on a numeric field.**

Answer: D

NEW QUESTION # 48

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