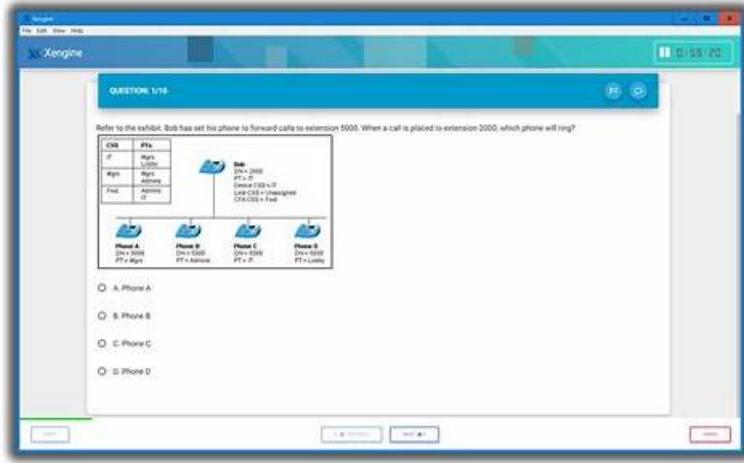


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SAP C_THR96_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q77-Q82):

NEW QUESTION # 77

Which of the following is commonly used in benchmark comparisons?

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

Answer: A

NEW QUESTION # 78

How do you implement Promotion Out, Demotion Out, and Transfer Out metrics? Note: There are 3 correct answers to this question.

- A. Map nodes into corresponding categories in the Recruitment Source dimension.
- B. Configure measure Movement In.
- C. Configure Event List and Hire, Movement, Terms
- D. Map nodes into corresponding categories in the Separation Reason dimension.
- E. Configure measure Movement Out.

Answer: A,B,E

NEW QUESTION # 79

The following code is used for EOP headcount and SOP headcount:

If((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR
ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT%], 0). Which setting results in each measure produce different results?

- A. Data type
- B. Measure override name
- C. Aggregation type
- D. Standard measure

Answer: B

NEW QUESTION # 80

How does the Realize phase differ when implementing an SAP SuccessFactors Workforce Analytics on SAP HANA customer, compared to a traditional implementation? Note: There are 2 correct answers to this question.

- A. Issues are addressed periodically throughout the implementation process.
- B. The beta/alpha site is published early in the process.
- C. Issues are addressed after the beta site is published.
- D. The beta/alpha site is published at the end of the process.

Answer: A,B

NEW QUESTION # 81

Which of the following describes a structural dimension? Note: There are 2 correct answers to this question.

- A. It can be configured for benchmarking.
- B. It can be built with parent/child relationship data.
- C. It can be used to configure role-based permissions.
- D. It can have NO more than 12 levels.

Answer: B,C

NEW QUESTION # 82

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