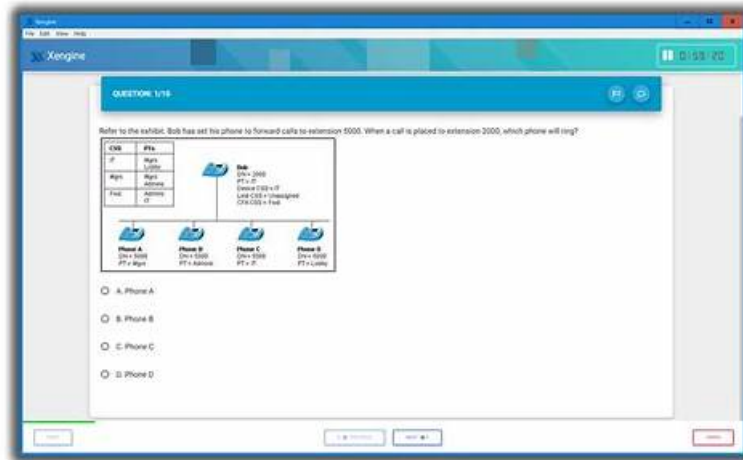


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SAP C-THR96-2505 Exam Syllabus Topics:

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

Topic 4	<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.
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"> • 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 7	<ul style="list-style-type: none"> • 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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q29-Q34):

NEW QUESTION # 29

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. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- B. 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
- C. 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
- D. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions

Answer: C

NEW QUESTION # 30

To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object. Where do you create the MDF object?

- A. In Admin Center -> Configure Object Definitions
- B. In Admin Center -> Manage Data
- C. In Provisioning -> Edit Profile Meta Data
- D. In Provisioning -> Import/Export Data Model

Answer: A

NEW QUESTION # 31

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?

- A. Target Setting

- B. WFA on HANA Admin
- C. WFA on HANA Data Factory
- D. SuccessFactors Admin

Answer: C

NEW QUESTION # 32

Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarches greyed out?

- A. The hierarchy is a generated structure based on SQL statement.
- B. The build of the hierarchy did NOT complete.
- C. The checkbox to enable code mapping editing is NOT selected.
- D. The code to build the hierarchy is invalid.

Answer: A

NEW QUESTION # 33

What are the foundations of an Analytics Cube? Note: There are 2 correct answers to this question.

- A. Dimension tables
- B. Fact tables
- C. Extract tables
- D. SAP SuccessFactors Employee Central

Answer: A,B

NEW QUESTION # 34

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