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SAP CERTIFICATION

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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
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	• 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 8	• 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 9	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q10-Q15):

NEW QUESTION # 10

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct answers to this question.

- A. If multiple pay component IDs are specified in the
- B. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- C. A consultant can add multiple pay component IDs into the same calculated column to track them.
- D. Destination Currency is specified in the

Answer: A,D

NEW QUESTION # 11

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

Answer: B

NEW QUESTION # 12

Which rollout types are available when a record is spliced? Note: There are 3 correct answers to this question.

- A. Prorata
- B. Average
- C. EOP
- D. Normal
- E. SOP

Answer: A,D,E

NEW QUESTION # 13

What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- A. Employment Information
- B. Biographical Information
- C. Person Information
- D. Job Information

Answer: A

NEW QUESTION # 14

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log:

InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing: Component=component "Parent Child Converter Workforce __ Organizational Unit" (28) ---> System.Exception: Duplicate id generated as

3631545_3639040_UNK_DIV. Here is the parent and child path for duplication - { LEVEL_1_ID='3631545' LEVEL_1_NAME='ROMPETROL DOWNSTREAM' LEVEL_2_ID='3631545_3639040' LEVEL_2_NAME='Supply Chain'.

Why do you get this error?

- A. The Organizational Unit structure does NOT link to employee records.
- B. The Organizational Unit structure is unable to access the table.
- C. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.
- D. The Data Factory has a database connection error.

Answer: C

NEW QUESTION # 15

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