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## SAP C\_THR96\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q11-Q16):

### NEW QUESTION # 11

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answers to this question.

- A. The user has permission to upload SAP HANA templates.
- B. Advanced Reporting has been enabled in the instance.
- C. SAP SuccessFactors Employee Central has been enabled in the instance.
- D. Single-sign on has been enabled in the instance.
- E. The user has permission to access WFA on HANA Data Factory.

**Answer: A,B,C**

### NEW QUESTION # 12

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, 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. 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
- 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: B**

#### **NEW QUESTION # 13**

Which of the following describes an analytical 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 6 levels.

**Answer: A,B**

#### **NEW QUESTION # 14**

In which hrис-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. jobInfo
- B. payComponentRecurring
- C. employmentInfo
- D. compInfo

**Answer: B**

#### **NEW QUESTION # 15**

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

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

**Answer: B,D,E**

#### **NEW QUESTION # 16**

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