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SAP C-THR96-2505 Exam Syllabus Topics:

| Topic | Details |
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| Topic 1 | <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 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"> • 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 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"> • 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"> • 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. |

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q46-Q51):

NEW QUESTION # 46

What is the purpose of a metrics pack?

- A. To form a blueprint of a customer's business logic
- B. To provide a logical group of data items to generate related measures and reporting breakdowns
- C. To align with a Metadata Framework object
- D. To gather information on a customer's data sourcing requirements

Answer: B

NEW QUESTION # 47

Which of the following dimensions should NOT be turned on for Measure Hires?

- A. Separation Reasons
- B. Future Leader
- C. Gender
- D. Recruitment Source

Answer: D

NEW QUESTION # 48

Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct answers to this question.

- A. Calculated Columns (Calculated Columns screen)
- B. Calculated Columns (Tables and Columns screen)
- C. Custom Dimensions
- D. Custom Measures

Answer: A,D

NEW QUESTION # 49

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct answers to this question.

- **A. Source table records can be spliced across time.**
- B. Tables can be sourced from a Lookup.
- C. It supports structural dimensions.
- **D. It provides full support to calculate hires, movements, and terminations.**
- **E. Source records can be reduced to one active fact record for any point in time.**

Answer: A,D,E

NEW QUESTION # 50

What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To add a level to the structure of a dimension
- **B. To add additional logic to a base input measure or dimension**
- C. To create aggregations (or pivots) in data
- D. To create custom measures

Answer: B

NEW QUESTION # 51

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