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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

NEW QUESTION # 43

In SAP SuccessFactors Employee Central, which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct answers to this question.

- A. A customer has standard and custom event codes.
- B. A customer has only standard event reason codes.
- C. A customer has only standard event codes.
- D. A customer has standard and custom event reason codes.

Answer: C,D

NEW QUESTION # 44

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Add the Effective End Date column and leave the Special Use Type option to None.
- B. Add the Effective Start Date column and the staging framework will calculate the end date by default.
- C. Add the Effective End Date column and set the Special Use Type option to ToDate.
- D. Add the Effective Start Date column and set the Special Use Type option to ToDate.

Answer: B,C

NEW QUESTION # 45

What is included in a Fact table? Note: There are 2 correct answers to this question.

- A. Only the most recent data change
- B. Employee details
- C. Hierarchy structure
- D. IDs to link to dimension tables

Answer: B,D

NEW QUESTION # 46

Which table requires values for the columns Event and Event Reason Icode?

- A. Emp Paycomp Recurring T
- B. Emp Job Info T
- C. Emp Employment Info
- D. Emp Personal Info T

Answer: B

NEW QUESTION # 47

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and

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