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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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 4	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 5	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q20-Q25):

NEW QUESTION # 20

What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure? Note: There are 3 correct answers to this question.

- A. The SQL statement returns the internal code and employee data uses the external code.
- B. Leafnode descriptions generated via SQL do NOT match the values returned in the data.
- C. The SQL statement returns the external code and employee data uses the external code.
- D. Leafnode IDs generated via SQL do NOT match the values returned in the data.
- E. The SQL statement returns the external code and employee data uses the internal code.

Answer: A,D,E

NEW QUESTION # 21

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- A. Used in a calculation to capture Hires, Movements or Terminations
- B. A filter to exclude Hires, Movements or Terminations
- C. Returns true/false based on an event
- D. Used to group Hires, Movements or Terminations

Answer: A,D

NEW QUESTION # 22

What tool on the WFA on HANA Data Factory home page do you use to configure measure and dimension combinations?

- A. Dimension Editor
- B. Dimensions
- C. Measures
- **D. Measure/Dimension Arrangement**

Answer: D

NEW QUESTION # 23

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

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

Answer: A,D,E

NEW QUESTION # 24

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- **A. Use the Effective Sequence Special Use Type on a numeric field.**
- B. Use a calculated column to filter unwanted records.
- C. Use a calculated column called Effective Sequence.
- D. Use the To Date Special Use Type on a date field.

Answer: A

NEW QUESTION # 25

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