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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 7	<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 8	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q74-Q79):

NEW QUESTION # 74

The following code is used for EOP headcount and SOP headcount:

If((in(['%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%', 'A','U','P']) OR ISNULL(['%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%']), [%#CFT#.HEAD_COUNT%', 0). Which setting results in each measure produce different results?

- A. Measure override name
- B. Standard measure
- C. Data type
- D. Aggregation type

Answer: A

NEW QUESTION # 75

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Address Information
- C. Contact Information
- D. Compensation Information

Answer: B,C

NEW QUESTION # 76

A customer has defined the following EVENT codes for their movement logic from EMP_JOB_INFO_T table: Hire is identified

where EVENT External Code = H (Hire) and R (Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create to capture all employee movements for this customer? Note: There are 2 correct answers to this question.

- A. Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- B. Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes
- C. Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes
- D. Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes

Answer: C,D

NEW QUESTION # 77

Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarchies greyed out?

- A. The code to build the hierarchy is invalid.
- B. The hierarchy is a generated structure based on SQL statement.
- C. The checkbox to enable code mapping editing is NOT selected.
- D. The build of the hierarchy did NOT complete.

Answer: B

NEW QUESTION # 78

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- B. To apply employee attributes that are sourced from concatenation of multiple source columns
- C. To apply effective dating to an employee movement record
- D. To set the value for Recruitment Source and Separation Reason Dimensions

Answer: A

NEW QUESTION # 79

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