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

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q79-Q84):**

#### **NEW QUESTION # 79**

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

- A. effectiveStartDate
- B. externalName
- C. Code
- D. **externalCode**

**Answer: D**

#### **NEW QUESTION # 80**

In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- A. Deploy
- **B. Realize**
- C. Assist in Resolving Site Issues
- D. Set up Data Staging Framework
- E. Prepare

**Answer: B**

#### **NEW QUESTION # 81**

How are standard time dimensions grouped from top to bottom?

- A. Year -> Half Year -> Month
- B. Month -> Quarter ->Year
- **C. Year -> Quarter -> Month**
- D. Year -> Month -> Day

**Answer: C**

#### **NEW QUESTION # 82**

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

- A. Gender
- B. Future Leader

- C. Separation Reasons
- D. Recruitment Source

**Answer: C**

#### NEW QUESTION # 83

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

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

**Answer: C,D**

#### NEW QUESTION # 84

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