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SAP C_THR96_2505 Exam Syllabus Topics:

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

Topic 8	• 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 9	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q29-Q34):

NEW QUESTION # 29
Which of the following functions are managed in the WFA on HANA Data Factory tool? Note: There are 3 correct answe rs to this question.

- A. Import/export the configuration for a backup or to use in another instance.
- B. Import/export reports for a backup or to use in another instance.
- C. Enable/disable measures and dimensions for the instance.
- D. Enable/disable role-based permissions for the instance.
- E. Enable/disable incremental processing and frequency and start an out-of-cycle incremental build.

Answer: C,E

NEW QUESTION # 30
Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- B. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- C. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- D. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

Answer: D

NEW QUESTION # 31
What are the technical consultant's responsibilities during the SAP SuccessFactors Workforce Analytics implementation phase?

- A. Create the data staging framework.
- B. Build the dashboard and verify.

- C. Manage completion of beta site issues log.
- D. Conduct customer training.

Answer: A

NEW QUESTION # 32

A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct answe rs to this question.

- A. Add all fields used in measure calculation syntax into Drill to Detail.
- B. Create a dummy measure that returns all record from the same fact table.
- C. Return all records from Drill to Detail and manually check the value against measure syntax.
- D. Create a new query in advanced reporting that returns the values derived for the base input measure.
- E. Temporarily disable Role-Based Permission for the data required to build the base input measure.

Answer: A,C,D

NEW QUESTION # 33

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

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

Answer: C

NEW QUESTION # 34

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