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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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.
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">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	<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 8	<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 (Q35-Q40):

NEW QUESTION # 35

What can you configure within the Dimension tab while you are configuring a Fact table? Note: There are 2 correct answers to this question.

- A. Measure/dimension arrangement
- **B. Dimension column**
- **C. Dimension structure source**
- D. Dimension user permissions

Answer: B,C

NEW QUESTION # 36

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answers to this question.

- **A. The user has permission to upload SAP HANA templates.**
- B. The user has permission to access WFA on HANA Data Factory.
- C. Single-sign on has been enabled in the instance.
- **D. SAP SuccessFactors Employee Central has been enabled in the instance.**
- **E. Advanced Reporting has been enabled in the instance.**

Answer: A,D,E

NEW QUESTION # 37

A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table. Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- A. Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column
- **B. Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column**
- C. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- D. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column

Answer: B

NEW QUESTION # 38

What document is created from the responses to the Data Questionnaire?

- A. Metrics Pack document
- B. Discrepancy Report document
- C. Project Summary document
- **D. Specification document**

Answer: D

NEW QUESTION # 39

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

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

Answer: A,D,E

NEW QUESTION # 40

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