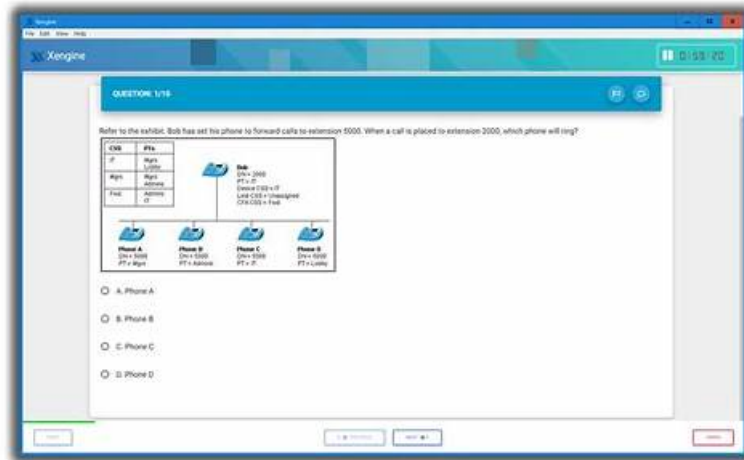


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### SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<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 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<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>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>
Topic 9	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q39-Q44):

### NEW QUESTION # 39

What are Derived Input Measures?

- A. Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- B. Breakdowns of measure values across administrative and geographic structures
- C. Base Input Measures filtered by Dimensions
- D. Calculations of Base Input Measures and Derived Input Measures combined in formulas

**Answer: C**

### NEW QUESTION # 40

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. Aggregation type
- D. Data type

**Answer: A**

### NEW QUESTION # 41

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

Answer: A,B,C

#### NEW QUESTION # 42

During an SAP SuccessFactors Workforce Analytics on SAP HANA configuration, when can you select the Termination event list?

- A. When configuring Separation Reason Dimensions
- B. When configuring Lookups for Event and/or Event Reasons
- C. When creating Hires, Terminations, or Movements conditions
- D. When adding a Termination measure

Answer: C

#### NEW QUESTION # 43

Which of the following functions are managed in the WFA on HANA Data Factory tool? Note: There are 3 correct answers to this question.

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

Answer: A,E

#### NEW QUESTION # 44

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