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Exam Questions for the SAP C-THR96-2505 Exam 2026 - Pass Easily

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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology

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"> 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"> 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 6	<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 7	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q36-Q41):

NEW QUESTION # 36

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error:

System.ArgumentException: Item has already been added. Key in dictionary: '[location].[location].

[level1_che_znstateprovince_geneva]' Key being added: '[location].[location].[level1_che_znstateprovince_geneva]' at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. What is the cause of this error?

- A. 'geneva' is a restricted word and CANNOT be used as an ID.
- B. 'geneva' has multiple parents in the data used to build the hierarchy.**
- C. 'Geneva' does NOT have a parent in the data used to build the hierarchy.
- D. 'geneva' has multiple IDs with different cases, for example 'Geneva' in the data.

Answer: B

NEW QUESTION # 37

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Fo Event Reason T table**
- B. Fo Pay Component T table**
- C. Emp Employment Info table
- D. Emp Job Info T table

Answer: A,B

NEW QUESTION # 38

What is a flat dimension structure type?

- A. A type of structure that has all nodes on the first level
- B. A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
- C. A type of structure that has each level ID and name sourced as columns from a SQL statement or table
- D. A type of structure that requires all employees to link to the leaf nodes

Answer: C

NEW QUESTION # 39

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Type (Duration)
- B. Employment Status
- C. Employment Type (Attendance)
- D. Employment Level

Answer: A

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

Answer: D

NEW QUESTION # 41

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