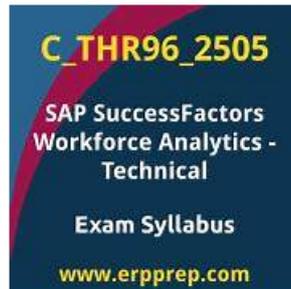


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## SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>
Topic 5	<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 6	<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 (Q49-Q54):

### NEW QUESTION # 49

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. employmentInfo
- B. jobInfo
- C. compInfo
- D. payComponentRecurring

**Answer: D**

### NEW QUESTION # 50

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- A. Country-specific fields
- B. Standard fields
- C. Custom fields
- D. Transient fields

**Answer: A**

### NEW QUESTION # 51

How do you implement Promotion Out, Demotion Out, and Transfer Out metrics? Note: There are 3 correct answers to this question.

- A. Map nodes into corresponding categories in the Separation Reason dimension.
- B. Configure measure Movement Out.
- C. Configure measure Movement In.
- D. Map nodes into corresponding categories in the Recruitment Source dimension.
- E. Configure Event List and Hire, Movement, Terms

**Answer: B,C,D**

**NEW QUESTION # 52**

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

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

**Answer: A**

**NEW QUESTION # 53**

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\_zznostateprovince\_geneva]' Key being added: '[location].[location].[level1\_che\_zznostateprovince\_geneva]' at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at HrmldataObjects.HrmldataOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. What is the cause of this error?

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

**Answer: B**

**NEW QUESTION # 54**

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