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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"> • 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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> • SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q51-Q56):

NEW QUESTION # 51

How do you configure benchmarked dimension nodes in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. Change the ID of a dimension node to the benchmarked ID.
- B. Map customer nodes to the pre-defined nodes within a dimension.
- C. Add a property to a dimension node that flags it as benchmarked.
- D. Change the name of a dimension node to the benchmarked name.

Answer: B

NEW QUESTION # 52

Which of the following dimensions should NOT be turned on for Measure Terminations?

- A. Future Leader
- B. Gender
- C. Recruitment Source
- D. Separation Reasons

Answer: D

NEW QUESTION # 53

Which table requires values for the columns Event and Event Reason Icode?

- A. Emp Job Info T
- B. Emp Paycomp Recurring T
- C. Emp Employment Info
- D. Emp Personal Info T

Answer: A

NEW QUESTION # 54

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- A. Select each required dimension listed above and turn on the missing measures respectively.
- B. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- C. Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- D. Select each measure listed above and turn on the missing dimensions respectively.

Answer: B,C

NEW QUESTION # 55

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log:
 InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing: Component=component "Parent Child Convertor Workforce __ Organizational Unit" (28) ---> System.Exception: Duplicate id generated as 3631545_3639040_UNK_DIV. Here is the parent and child path for duplication - { LEVEL_1_ID='3631545' LEVEL_1_NAME='ROMPETROL DOWNSTREAM' LEVEL_2_ID='3631545_3639040' LEVEL_2_NAME='Supply Chain'. Why do you get this error?

- A. The Data Factory has a database connection error.
- B. The Organizational Unit structure does NOT link to employee records.
- C. The Organizational Unit structure is unable to access the table.
- D. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.

Answer: D

NEW QUESTION # 56

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