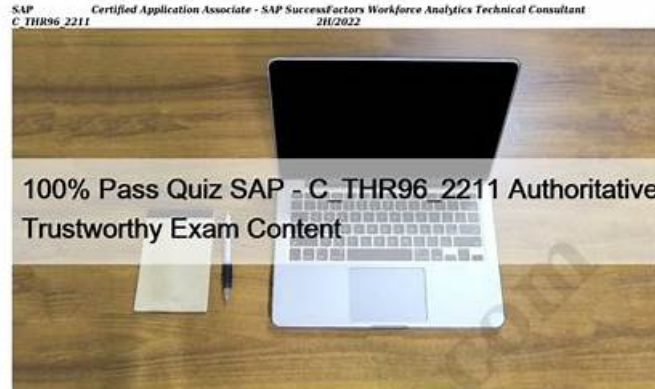# 100% Pass 2026 SAP C-THR96-2505: High Pass-Rate SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Clear Exam

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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q38-Q43):

NEW QUESTION # 38
In SAP SuccessFactors Employee Central, which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct answe rs to this question.

- A. A customer has only standard event reason codes.
- B. A customer has only standard event codes.
- C. A customer has standard and custom event codes.
- D. A customer has standard and custom event reason codes.

Answer: B,D

NEW QUESTION # 39
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 answe rs to this question.

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

Answer: C,D

NEW QUESTION # 40
What document is created from the responses to the Data Questionnaire?

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

Answer: D

NEW QUESTION # 41
Which dimension is used in the derived measure EOP Headcount - Temporary?

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

Answer: A

NEW QUESTION # 42
What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct answe rs to this question.

- A. Standard labels are applied for internationalization.
- B. Nodes used in benchmarking are included.
- C. Initial dimension structure and dimension structure source are set.
- D. Label override configuration is provided.

Answer: A,B

NEW QUESTION # 43
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