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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">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 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">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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q65-Q70):

NEW QUESTION # 65

How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct answers to this question.

- A. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.
- B. Use Drill to Detail to compare source and target salary figures and currencies.
- C. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- D. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- E. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.

Answer: A,B,D

NEW QUESTION # 66

Which of the following describes a structural dimension? Note: There are 2 correct answers to this question.

- A. It can be configured for benchmarking.
- B. It can be built with parent/child relationship data.
- C. It can be used to configure role-based permissions.
- D. It can have NO more than 12 levels.

Answer: B,C

NEW QUESTION # 67

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below: Retention Rate = (SOP Headcount + External Hires - Terminations)/(SOP Headcount + External Hires) *100. Note: There are 3 correct answers to this question.

- A. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
- B. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- C. Validate that the Termination measure produces the correct figure via Drill to Detail.
- D. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- E. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.

Answer: B,C,D

NEW QUESTION # 68

What are Derived Input Measures?

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

Answer: D

NEW QUESTION # 69

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

Answer: A,C

NEW QUESTION # 70

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