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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q15-Q20):

NEW QUESTION # 15
What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To apply employee attributes that are sourced from concatenation of multiple source columns
- B. To apply effective dating to an employee movement record
- C. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- D. To set the value for Recruitment Source and Separation Reason Dimensions

Answer: C

NEW QUESTION # 16
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 standard and custom event reason codes.
- C. A customer has standard and custom event codes.
- D. A customer has only standard event codes.

Answer: B,D

NEW QUESTION # 17
You are building a Fact table for a customer with SAP SuccessFactors Workforce Analytics on SAP HANA. What needs to be included in this table? Note: There are 3 correct answe rs to this question.

- A. Base input measures
- B. Analysis dimension IDs
- C. Result measures
- D. Structural dimension IDs
- E. Derived measures

Answer: A,B,D

NEW QUESTION # 18

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answers to this question.

- A. Single-sign on has been enabled in the instance.
- B. Advanced Reporting has been enabled in the instance.
- C. The user has permission to upload SAP HANA templates.
- D. The user has permission to access WFA on HANA Data Factory.
- E. SAP SuccessFactors Employee Central has been enabled in the instance.

Answer: B,C,E

NEW QUESTION # 19

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table has NO time stamp information.
- B. The table can have multiple time-bound records for each object.
- C. The table has time stamp attributes such as birth date and hire date.
- D. The table has only one record per object.

Answer: B

NEW QUESTION # 20

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