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

| Topic   | Details  |
|---------|--|
| Topic 1 | <ul style="list-style-type: none"><li>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.</li></ul>                                |
| Topic 2 | <ul style="list-style-type: none"><li>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.</li></ul>                         |
| Topic 3 | <ul style="list-style-type: none"><li>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.</li></ul>                          |
| Topic 4 | <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 5 | <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 6 | <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 7 | <ul style="list-style-type: none"><li>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.</li></ul>                                     |
| Topic 8 | <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 9 | <ul style="list-style-type: none"><li>SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li></ul>  |

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q35-Q40):

#### NEW QUESTION # 35

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

- A. Emp Employment Info
- B. Emp Personal Info T

- C. Emp Job Info T
- D. Emp Paycomp Recurring T

**Answer: C**

#### **NEW QUESTION # 36**

What is included in a Fact table? Note: There are 2 correct answers to this question.

- A. Employee details
- B. Only the most recent data change
- C. IDs to link to dimension tables
- D. Hierarchy structure

**Answer: A,C**

#### **NEW QUESTION # 37**

Why would you suggest that a customer implement Workforce Analytics (WFA) on SQL Server instead of WFA on HANA? Note: There are 2 correct answers to this question.

- A. Because the customer needs to use analytics tiles in the Insights panel
- B. Because the customer needs to use WFA data in SAP Analytics Cloud
- C. Because the customer needs to use SAP ERP HCM as the data source
- D. Because the customer needs to use strategic workforce planning

**Answer: C,D**

#### **NEW QUESTION # 38**

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Add the Effective Start Date column and the staging framework will calculate the end date by default.
- B. Add the Effective End Date column and leave the Special Use Type option to None.
- C. Add the Effective Start Date column and set the Special Use Type option to ToDate.
- D. Add the Effective End Date column and set the Special Use Type option to ToDate.

**Answer: A,D**

#### **NEW QUESTION # 39**

To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object. Where do you create the MDF object?

- A. In Provisioning -> Edit Profile Meta Data
- B. In Admin Center -> Configure Object Definitions
- C. In Provisioning -> Import/Export Data Model
- D. In Admin Center -> Manage Data

**Answer: B**

#### **NEW QUESTION # 40**

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The C-THR96-2505 exam requires the candidates to have thorough understanding on the syllabus contents as well as practical exposure of various concepts of certification. Obviously such a syllabus demands comprehensive studies and experience. If you are lack of these skills, you should find our C-THR96-2505 study questions to help you equip yourself well. As long as you study with our C-THR96-2505 practice engine, you will find they can help you get the best percentage on your way to success.

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