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SAP C-THR96-2505 Exam Syllabus Topics:

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

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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