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C_THR96_2505 Guide



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SAP C_THR96_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q27-Q32):

NEW QUESTION # 27

What are the foundations of an Analytics Cube? Note: There are 2 correct answers to this question.

- A. Extract tables
- B. Dimension tables
- C. Fact tables
- D. SAP SuccessFactors Employee Central

Answer: B,C

NEW QUESTION # 28

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Deselect the Active flag in the Edit Fact table.
- B. Set the Group for the Fact table to Inactive.
- C. Remove all standard measures from the Fact table.
- D. Remove all key mappings from the Fact table.

Answer: A

NEW QUESTION # 29

In SAP SuccessFactors Employee Central, which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct answers to this question.

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

Answer: A,D

NEW QUESTION # 30

Which measures are examples of a Base Input measure? Note: There are 2 correct answers to this question.

- A. Terminations
- B. Net Hire Ratio
- C. EOP Headcount
- D. Terminations-Voluntary

Answer: A,C

NEW QUESTION # 31

What is a flat dimension structure type?

- A. A type of structure that has each level ID and name sourced as columns from a SQL statement or table
- B. A type of structure that has all nodes on the first level
- C. A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
- D. A type of structure that requires all employees to link to the leaf nodes

Answer: A

NEW QUESTION # 32

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