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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 4	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q51-Q56):

NEW QUESTION # 51
What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- A. Used to group Hires, Movements or Terminations
- B. Used in a calculation to capture Hires, Movements or Terminations
- C. Returns true/false based on an event
- D. A filter to exclude Hires, Movements or Terminations

Answer: A,B

NEW QUESTION # 52
Which table requires values for the columns Event and Event Reason Icode?

- A. Emp Employment Info
- B. Emp Job Info T
- C. Emp Paycomp Recurring T
- D. Emp Personal Info T

Answer: B

NEW QUESTION # 53
What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

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

Answer: C

NEW QUESTION # 54
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 Termination measure produces the correct figure via Drill to Detail.
- C. Validate that the Average Headcount 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 External Hires measure produces the correct figure via Drill to Detail.

Answer: B,D,E

NEW QUESTION # 55
Which of the following dimensions should NOT be turned on for Measure Terminations?

- A. Recruitment Source
- B. Separation Reasons
- C. Gender
- D. Future Leader

Answer: B

NEW QUESTION # 56
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