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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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	• 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 7	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q76-Q81):

NEW QUESTION # 76

What is the purpose of the Specification document?

- A. It contains all business logic and source data locations for the implementation.
- B. It provides an overview of the implementation process.
- **C. It contains customer responses to questions related to the implementation process.**
- D. It provides a list of discrepancies between the customer's expected results and SAP results.

Answer: C

NEW QUESTION # 77

How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct answers to this question.

- **A. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.**
- **B. Use Drill to Detail to compare source and target salary figures and currencies.**
- **C. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.**

- D. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- E. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.

Answer: A,B,E

NEW QUESTION # 78

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Type (Attendance)
- B. Employment Status
- C. Employment Level
- D. Employment Type (Duration)

Answer: D

NEW QUESTION # 79

What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- A. Biographical Information
- B. Employment Information
- C. Person Information
- D. Job Information

Answer: B

NEW QUESTION # 80

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 key mappings from the Fact table.
- D. Remove all standard measures from the Fact table.

Answer: A

NEW QUESTION # 81

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