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SAP C-THR96-2505 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q39-Q44):

NEW QUESTION # 39

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct answers to this question.

- A. Tables can be sourced from a Lookup.
- B. Source records can be reduced to one active fact record for any point in time.
- C. It supports structural dimensions.
- D. It provides full support to calculate hires, movements, and terminations.
- E. Source table records can be spliced across time.

Answer: B,D,E

NEW QUESTION # 40

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. employmentInfo
- B. compInfo
- C. payComponentRecurring
- D. jobInfo

Answer: C

NEW QUESTION # 41

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To apply effective dating to an employee movement record
- B. To set the value for Recruitment Source and Separation Reason Dimensions
- C. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer
- D. To apply employee attributes that are sourced from concatenation of multiple source columns

Answer: C

NEW QUESTION # 42

How do you implement Promotion Out, Demotion Out, and Transfer Out metrics? Note: There are 3 correct answers to this question.

- A. Map nodes into corresponding categories in the Recruitment Source dimension.
- B. Configure measure Movement In.
- C. Map nodes into corresponding categories in the Separation Reason dimension.
- D. Configure Event List and Hire, Movement, Terms
- E. Configure measure Movement Out.

Answer: A,B,E

NEW QUESTION # 43

To which measures does the following calculation apply? `iff((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT%], 0)`. Note: There are 3 correct answers to this question.

- A. Average headcount
- B. EOP headcount - inactive and other
- C. FTE headcount
- D. EOP headcount
- E. SOP headcount

Answer: C,D,E

NEW QUESTION # 44

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