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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q31-Q36):

NEW QUESTION # 31
When would you use a Lookup?

- A. When a dimension needs a description from the Label table
- B. When exclusion logic is based on an external code value of a foundation object
- C. When the Hire Date is sourced from a different date column for the system upload event
- D. When a dimension is sourced from a combination of multiple columns

Answer: A

NEW QUESTION # 32
What is used in SAP SuccessFactors Employee Central to determine the most recent record for an employee if there are multiple update records in a day?

- A. Event
- B. Transaction sequence
- C. Created Date
- D. Last modified timestamp

Answer: B

NEW QUESTION # 33
A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct answe rs to this question.

- A. Temporarily disable Role-Based Permission for the data required to build the base input measure.

- B. Add all fields used in measure calculation syntax into Drill to Detail.
- C. Create a dummy measure that returns all record from the same fact table.
- D. Return all records from Drill to Detail and manually check the value against measure syntax.
- E. Create a new query in advanced reporting that returns the values derived for the base input measure.

Answer: B,D,E

NEW QUESTION # 34

What is included in a Fact table? Note: There are 2 correct answe rs to this question.

- A. Only the most recent data change
- B. Hierarchy structure
- C. Employee details
- D. IDs to link to dimension tables

Answer: C,D

NEW QUESTION # 35

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 answe rs to this question.

- A. Use Drill to Detail to compare source and target salary figures and currencies.
- B. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.
- C. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- D. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- E. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.

Answer: A,B,D

NEW QUESTION # 36

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