

# New C\_THR96\_2505 Exam Pattern, Latest C\_THR96\_2505 Exam Questions



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## SAP C\_THR96\_2505 Exam Syllabus Topics:

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

Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q54-Q59):

### NEW QUESTION # 54

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Emp Employment Info table
- B. Fo Event Reason T table
- C. Emp Job Info T table
- D. Fo Pay Component T table

**Answer: B,D**

### NEW QUESTION # 55

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

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

**Answer: A,C,E**

### NEW QUESTION # 56

A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table. Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- A. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- **B. Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column**
- C. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column
- D. Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column

**Answer: B**

### NEW QUESTION # 57

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error: System.ArgumentException: Item has already been added. Key in dictionary: '[location].[location].[level1\_che\_zznostateprovince\_geneva]' Key being added: '[location].[location].[level1\_che\_zznostateprovince\_geneva]' at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at HrmDataObjects.HrmOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

- **A. Make sure**
- B. Exclude
- C. Ensure
- D. Convert all

**Answer: A**

### NEW QUESTION # 58

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- **A. MDF custom objects are managed with tools in the Admin Center.**
- **B. Customer accounts have a limited number of custom MDF objects.**
- C. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- D. MDF custom objects rely on XML-based configuration.

**Answer: A,B**

### NEW QUESTION # 59

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