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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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 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.
Topic 6	• 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 7	• 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 (Q77-Q82):

NEW QUESTION # 77
What is the purpose of the Specification document?

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

Answer: D

NEW QUESTION # 78
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 answe rs to this question.

- A. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- B. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- C. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
- D. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- E. Validate that the Termination measure produces the correct figure via Drill to Detail.

Answer: B,D,E

NEW QUESTION # 79

How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- A. Use the To Date Special Use Type on a date field.
- B. Use a calculated column to filter unwanted records.
- C. Use a calculated column called Effective Sequence.
- D. Use the Effective Sequence Special Use Type on a numeric field.

Answer: D

NEW QUESTION # 80
What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To add additional logic to a base input measure or dimension
- B. To create custom measures
- C. To create aggregations (or pivots) in data
- D. To add a level to the structure of a dimension

Answer: A

NEW QUESTION # 81
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. Create a dummy measure that returns all record from the same fact table.
- C. Add all fields used in measure calculation syntax into Drill to Detail.
- 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: C,D,E

NEW QUESTION # 82
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