

Interactive C_THR96_2505 Practice Exam, Test C_THR96_2505 Objectives Pdf



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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<ul style="list-style-type: none">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 5	<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 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q34-Q39):

NEW QUESTION # 34

Which of the following dimensions should NOT be turned on for Measure Hires?

- A. Gender
- B. Future Leader
- C. Separation Reasons
- **D. Recruitment Source**

Answer: D

NEW QUESTION # 35

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Prepare Explore Deploy Realize
- **B. Prepare Explore Realize Deploy**
- C. Discover Explore Deploy Realize
- D. Discover Prepare Realize Deploy

Answer: B

NEW QUESTION # 36

To which measures does the following calculation apply? `if((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. EOP headcount - inactive and other

- B. EOP headcount
- C. FTE headcount
- D. Average headcount
- E. SOP headcount

Answer: B,C,E

NEW QUESTION # 37

What field is the unique identifier for each record of data for a Metadata Framework (MDF) object?

- A. externalCode
- B. effectiveStartDate
- C. Code
- D. externalName

Answer: A

NEW QUESTION # 38

Which measures are examples of a Base Input measure? Note: There are 2 correct answers to this question.

- A. Terminations
- B. EOP Headcount
- C. Terminations-Voluntary
- D. Net Hire Ratio

Answer: A,B

NEW QUESTION # 39

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