

# SAP C\_THR96\_2505 PDF Format



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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>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.</li></ul>
Topic 4	<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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li> </ul>
Topic 7	<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>
Topic 8	<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 9	<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>

>> **C\_THR96\_2505 Top Questions <<**

## **SAP C\_THR96\_2505 Hot Spot Questions - C\_THR96\_2505 Latest Test Prep**

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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q77-Q82):**

#### **NEW QUESTION # 77**

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- B. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- C. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- D. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions

**Answer: A**

#### **NEW QUESTION # 78**

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

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

**Answer: A**

#### **NEW QUESTION # 79**

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 Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

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

**Answer: C**

#### **NEW QUESTION # 80**

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities? Note: There are 2 correct answers to this question.

- A. A consultant can add multiple pay component IDs into the same calculated column to track them
- **B. If multiple pay component IDs are specified in the**
- **C. Destination Currency is specified in the**
- D. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.

**Answer: B,C**

#### **NEW QUESTION # 81**

What document is created from the responses to the Data Questionnaire?

- A. Discrepancy Report document
- B. Metrics Pack document
- **C. Specification document**
- D. Project Summary document

**Answer: C**

#### **NEW QUESTION # 82**

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