

# **SAP C-THR96-2505 Exam Experience: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics - VCE4Plus Help you Pass for Sure**



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## **SAP C-THR96-2505 Exam Syllabus Topics:**

Topic	Details
Topic 1	<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 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>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 4	<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 5	<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 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>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>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 9	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

### NEW QUESTION # 43

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. Average headcount
- B. EOP headcount - inactive and other
- C. EOP headcount**
- D. SOP headcount
- E. FTE headcount

**Answer: C,D,E**

### NEW QUESTION # 44

What happens when the Primary Person ID and Secondary Person ID Special Use Type properties are set on a single table?

- A. A relationship is defined for a parent (primary)/child (secondary) relationship for a supervisor structure.
- B. A mapping is created between an employee's identifier and the employee's assignment(s).
- C. A Lookup is created in the Lookup tab to join tables with Primary Person ID to a Secondary Person ID(s).**
- D. A mapping is created between the Primary Person within a position and Secondary Person(s) within that position.

**Answer: C**

**NEW QUESTION # 45**

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

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

**Answer: A,B,D**

**NEW QUESTION # 46**

Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- A. Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- B. Select each measure listed above and turn on the missing dimensions respectively.
- C. Select each required dimension listed above and turn on the missing measures respectively.
- D. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.

**Answer: A,D**

**NEW QUESTION # 47**

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base\_Salary, what value would be retained for that calculated column?

- A. The value from all pay component IDs would be retained separately.
- B. The value from all non-zero pay-component IDs would be retained separately.
- C. The value from each pay component ID would be summed.
- D. The value from each pay component ID would be overwritten sequentially.

**Answer: D**

**NEW QUESTION # 48**

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