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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 4	• 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 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q42-Q47):

NEW QUESTION # 42
What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure? Note: There are 3 correct answe rs to this question.

- A. Leaf node IDs generated via SQL do NOT match the values returned in the data.
- B. The SQL statement returns the internal code and employee data uses the external code.
- C. The SQL statement returns the external code and employee data uses the external code.
- D. The SQL statement returns the external code and employee data uses the internal code.
- E. Leaf node descriptions generated via SQL do NOT match the values returned in the data.

Answer: A,B,D

NEW QUESTION # 43
Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarches greyed out?

- A. The hierarchy is a generated structure based on SQL statement.
- B. The checkbox to enable code mapping editing is NOT selected.
- C. The code to build the hierarchy is invalid.
- D. The build of the hierarchy did NOT complete.

Answer: A

NEW QUESTION # 44
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 SOP Headcount measure produces the correct figure via Drill to Detail.
- B. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- C. Validate that the Termination measure produces the correct figure via Drill to Detail.
- D. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
- E. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.

Answer: A,B,C

NEW QUESTION # 45

The following code is used for EOP headcount and SOP headcount:
If((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR
ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT%], 0). Which setting results in each measure produce different results?

- A. Standard measure
- B. Aggregation type
- C. Data type
- D. Measure override name

Answer: D

NEW QUESTION # 46

How does the Realize phase differ when implementing an SAP SuccessFactors Workforce Analytics on SAP HANA customer, compared to a traditional implementation? Note: There are 2 correct answe rs to this question.

- A. Issues are addressed periodically throughout the implementation process.
- B. The beta/alpha site is published early in the process.
- C. The beta/alpha site is published at the end of the process.
- D. Issues are addressed after the beta site is published.

Answer: A,B

NEW QUESTION # 47

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