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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">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 4	<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 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"> • 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 7	<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 8	<ul style="list-style-type: none"> • SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q72-Q77):

NEW QUESTION # 72

How do you add columns to the Workforce Fact table?

- A. Select columns in a table from the Tables and Columns screen.
- B. Add measures in the Measures tab.
- C. Select columns in a SQL statement in the Dimensions tab.
- D. Add columns to a Workforce Analytics report.

Answer: A

NEW QUESTION # 73

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

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

Answer: A,D

NEW QUESTION # 74

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

- A. externalName
- B. Code

- C. externalCode
- D. effectiveStartDate

Answer: C

NEW QUESTION # 75

Which rollup types are available when a record is spliced? Note: There are 3 correct answers to this question.

- A. SOP
- B. EOP
- C. Prorata
- D. Normal
- E. Average

Answer: A,C,D

NEW QUESTION # 76

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

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

Answer: A,B,E

NEW QUESTION # 77

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