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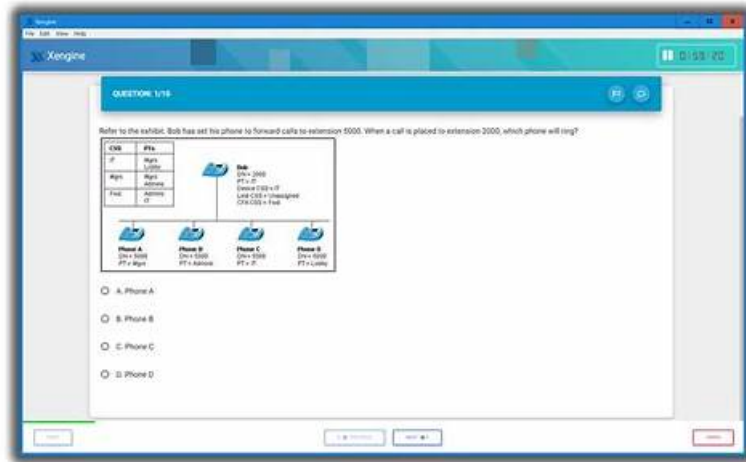
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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 6	• 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.

Professional Test C_THR96_2505 Pdf & The Best Guide to help you pass C_THR96_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q45-Q50):

NEW QUESTION # 45
A customer has defined the following EVENT codes for their movement logic from EMP_JOB_INFO_T table: Hire is identified where EVENT External Code = H (Hire) and R(Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create to capture all employee movements for this customer? Note: There are 2 correct answe rs to this question.

- A. Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes
- B. Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes
- C. Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- D. Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes

Answer: A,B

NEW QUESTION # 46
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 non-zero pay-component IDs would be retained separately.
- B. The value from each pay component ID would be overwritten sequentially.
- C. The value from all pay component IDs would be retained separately.
- D. The value from each pay component ID would be summed.

Answer: B

NEW QUESTION # 47
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 descriptions generated via SQL do NOT match the values returned in the data.
- B. Leaf node IDs generated via SQL do NOT match the values returned in the data.
- C. The SQL statement returns the external code and employee data uses the internal code.
- D. The SQL statement returns the external code and employee data uses the external code.
- E. The SQL statement returns the internal code and employee data uses the external code.

Answer: B,C,E

NEW QUESTION # 48

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 Lookup is created in the Lookup tab to join tables with Primary Person ID to a Secondary Person ID(s).
- C. A mapping is created between an employee's identifier and the employee's assignment(s).
- D. A mapping is created between the Primary Person within a position and Secondary Person(s) within that position.

Answer: B

NEW QUESTION # 49

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

Answer: B

NEW QUESTION # 50

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