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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none">• 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.

Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q28-Q33):

NEW QUESTION # 28

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

Answer: A,B

NEW QUESTION # 29

What information is available on the Load Status screen? Note: There are 2 correct answers to this question.

- A. Server load status
- B. Load history
- C. Filters (Type, Date, Status)
- D. Client list

Answer: B,C

NEW QUESTION # 30

Which of the following dimensions should NOT be turned on for Measure Hires?

- A. Separation Reasons
- B. **Recruitment Source**
- C. Gender
- D. Future Leader

Answer: B

NEW QUESTION # 31

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].

[levell_che_zznostateprovince_geneva]' Key being added: '[location].[location].[levell_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. What is the cause of this error?

- A. 'Geneva' does NOT have a parent in the data used to build the hierarchy.
- B. 'geneva' has multiple IDs with different cases, for example 'Geneva' in the data.
- C. 'geneva' is a restricted word and CANNOT be used as an ID.
- D. **'geneva' has multiple parents in the data used to build the hierarchy.**

Answer: D

NEW QUESTION # 32

What are some of the tasks you must perform to complete an SAP SuccessFactors Workforce Analytics on SAP HANA technical implementation? Note: There are 2 correct answers to this question.

- A. **Configure the Drill-to-Detail display.**
- B. Create a custom report.
- C. Update the Data Specification document.
- D. **Configure single sign-on.**

Answer: A,D

NEW QUESTION # 33

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