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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

Topic 5	<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 6	<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 (Q51-Q56):

NEW QUESTION # 51

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

Answer: D

NEW QUESTION # 52

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Prepare Explore Realize Deploy
- B. Prepare Explore Deploy Realize
- C. Discover Prepare Realize Deploy
- D. Discover Explore Deploy Realize

Answer: A

NEW QUESTION # 53

What are Restricted Input Measures?

- A. Base Input Measures filtered by Dimensions
- B. Inputs of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- C. Calculations of Base Input Measures and Derived Input Measures combined in formulas
- D. Breakdowns of measure values across administrative and geographic structures

Answer: B

NEW QUESTION # 54

Which of the following describes an analytical dimension? Note: There are 2 correct answers to this question.

- A. It can be configured for benchmarking.
- B. It can have NO more than 6 levels.
- C. It can be used to configure role-based permissions.
- D. It can be built with parent/child relationship data.

Answer: A,D

NEW QUESTION # 55

What is the purpose of creating Event lists in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To set the value for Recruitment Source and Separation Reason Dimensions
- B. To apply effective dating to an employee movement record
- C. To apply employee attributes that are sourced from concatenation of multiple source columns
- D. To define the employee movement codes such as Hire, Termination, Promotion, Demotion, and Transfer

Answer: D

NEW QUESTION # 56

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