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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	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 3	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 4	SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 5	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 6	• 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 7	• 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 8	• 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 9	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q19-Q24):

NEW QUESTION # 19

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

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

Answer: C

NEW QUESTION # 20

What can you use the Edit SQL button for when you add a dimension in the Dimensions screen? Note: There are 2 correct answers to this question.

- A. To source the hierarchy of dimension nodes from customer data
- B. To source the list of benchmarked dimension nodes from customer data
- **C. To source the labels for dimension nodes from customer data**
- **D. To source the employees who are mapped to dimension nodes in customer data**

Answer: C,D

NEW QUESTION # 21

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. employmentInfo

- B. payComponentRecurring
- C. compInfo
- D. jobInfo

Answer: B

NEW QUESTION # 22

What is used in SAP SuccessFactors Employee Central to determine the most recent record for an employee if there are multiple update records in a day?

- A. Transaction sequence
- B. Created Date
- C. Last modified timestamp
- D. Event

Answer: A

NEW QUESTION # 23

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. Configure measure Movement Out.
- C. Map nodes into corresponding categories in Separation Reason dimension.
- D. Configure measure Movement In.
- E. Map nodes into corresponding categories in Recruitment Source dimension.

Answer: A,B,C

NEW QUESTION # 24

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