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SAP C-THR96-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Metadata Framework (MDF) Fundamentals: This section of the exam measures the skills of SAP consultants and covers the fundamentals of the Metadata Framework (MDF) in SAP SuccessFactors. It includes understanding how MDF supports data management and configuration within the system. A critical skill evaluated is the ability to utilize MDF for effective data governance.

Topic 2	• Metrics Pack Fundamentals: This section of the exam measures the skills of SAP Professionals and covers the fundamentals of metrics packs in SAP SuccessFactors Workforce Analytics. It includes understanding how metrics packs are structured and utilized for reporting purposes.
Topic 3	• Build Validation and Data Validation: This section of the exam measures the skills of the target audience in covering building validation processes and ensuring data integrity within SAP SuccessFactors Workforce Analytics.
Topic 4	• SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology: This section of the exam measures the skills of SAP consultants and covers prerequisites and methodologies for implementing Workforce Analytics on SAP HANA. It emphasizes understanding the steps required for successful deployment. A key skill assessed is following implementation methodologies to ensure project success.
Topic 5	• Configure Dimensions and Add Measures: This section of the exam measures the skills of data analysts and covers configuring dimensions and adding measures in SAP SuccessFactors Workforce Analytics. It includes understanding how to set up dimensions for effective reporting.
Topic 6	• BI Fundamentals and Build Fact Tables: This section of the exam measures the skills of SAP Consultants and covers fundamental concepts related to business intelligence (BI) and building fact tables in SAP SuccessFactors. It includes understanding data modeling techniques used for analytics. A critical skill evaluated is creating fact tables to support reporting requirements.
Topic 7	• SAP SuccessFactors Employee Central Fundamentals: This section of the exam measures the skills of SAP consultant administrators and covers the foundational concepts of SAP SuccessFactors Employee Central. It emphasizes understanding employee data management and organizational structure within the platform. A key skill assessed is managing employee records effectively to support HR processes.

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

NEW QUESTION # 19
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 # 20
When would you use a Lookup?

- A. When a dimension needs a description from the Label table
- B. When a dimension is sourced from a combination of multiple columns
- C. When exclusion logic is based on an external code value of a foundation object
- D. When the Hire Date is sourced from a different date column for the system upload event

Answer: B

NEW QUESTION # 21
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 answe rs to this question.

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

Answer: B,D

NEW QUESTION # 22
How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Deselect the Active flag in the Edit Fact table.
- B. Set the Group for the Fact table to inactive.
- C. Remove all key mappings from the Fact table.
- D. Remove all standard measures from the Fact table.

Answer: C

NEW QUESTION # 23
What is included in a Fact table?
Note: There are 2 correct answers to this question.

- A. Employee details
- B. Hierarchy structure
- C. Only the most recent data change
- D. IDS to link to dimension tables

Answer: C,D

NEW QUESTION # 24
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