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SAP C-THR96-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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.
Topic 5	<ul style="list-style-type: none"> Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core in SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.
Topic 6	<ul style="list-style-type: none"> Create Lookups and Events: This section of the exam measures skills of SAP Consultants and covers creating lookups and events within SAP SuccessFactors Workforce Analytics.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q10-Q15):

NEW QUESTION # 10

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- A. Customer accounts have a limited number of custom MDF objects.
- B. MDF custom objects rely on XML-based configuration.
- C. MDF custom objects are managed with tools in the Admin Center.
- D. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.

Answer: A,C

NEW QUESTION # 11

In SAP SuccessFactors Employee Central which of the following are characteristics of Events and Event Reasons? Note: There are 2 correct answers to this question.

- A. A customer has only standard event codes.
- B. A customer has standard and custom event reason codes.
- C. A customer has standard and custom event codes.

- D. A customer has only standard event reason codes.

Answer: A,B

Explanation:

Topic 1, SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology
SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology

NEW QUESTION # 12

What are Restricted Input Measures?

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

Answer: C

NEW QUESTION # 13

Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct answers to this question.

- A. It supports structural dimensions.
- **B. Source records can be reduced to one active fact record for any point in time.**
- **C. It provides full support to calculate hires, movements, and terminations.**
- **D. Source table records can be spliced across time.**
- E. Tables can be sourced from a Lookup.

Answer: B,C,D

NEW QUESTION # 14

How do you implement Promotion In, Demotion In, and Transfer In metrics? Note: There are 3 correct answers to this question.

- A. Map nodes into corresponding categories in Recruitment Source dimension.
- **B. Configure Event List and Hire, Movement, Terms.**
- **C. Configure measure Movement Out.**
- **D. Map nodes into corresponding categories in Separation Reason dimension.**
- E. Configure measure Movement In.

Answer: B,C,D

NEW QUESTION # 15

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