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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q56-Q61):

NEW QUESTION # 56

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

Answer: C

NEW QUESTION # 57

What prerequisites must be met for a user to implement SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 3 correct answe rs to this question.

- A. Single-sign on has been enabled in the instance.
- B. The user has permission to upload SAP HANA templates.
- C. SAP SuccessFactors Employee Central has been enabled in the instance.
- D. Advanced Reporting has been enabled in the instance.
- E. The user has permission to access WFA on HANA Data Factory.

Answer: B,C,D

NEW QUESTION # 58

What is the purpose of the Specification document?

- A. It contains customer responses to questions related to the implementation process.
- B. It contains all business logic and source data locations for the implementation.
- C. It provides a list of discrepancies between the customer's expected results and SAP results.
- D. It provides an overview of the implementation process.

Answer: A

NEW QUESTION # 59

Which of the following tools can you use to restrict user access to metrics and dimensions?

- A. Report Center
- B. Manage Workforce Analytics
- C. Manage Permission Roles
- D. WFA on HANA Data Factory

Answer: C

NEW QUESTION # 60

Which table requires values for the columns Event and Event Reason Icode?

- A. Emp Employment Info
- B. Emp Personal Info T
- C. Emp Job Info T
- D. Emp Paycomp Recurring T

Answer: C

NEW QUESTION # 61

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