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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Process Data and Hierarchies: This section of the exam measures skills of HR Data Specialists and focuses on the processes involved in validating and organizing data through hierarchies for clean and structured workforce analysis.
Topic 2	• 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 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
Topic 6	• 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 7	• 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 8	• 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 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 (Q13-Q18):

NEW QUESTION # 13

What are the foundations of an Analytics Cube? Note: There are 2 correct answers to this question.

- A. Dimension tables
- B. SAP SuccessFactors Employee Central
- C. Fact tables
- D. Extract tables

Answer: A,C

NEW QUESTION # 14

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- A. Contact Information
- B. Job Information
- C. Compensation Information
- D. Address Information

Answer: A,D

NEW QUESTION # 15

What happens when the Primary Person ID and Secondary Person ID Special Use Type properties are set on a single table?

- A. A mapping is created between an employee's identifier and the employee's assignment(s).
- B. A mapping is created between the Primary Person within a position and Secondary Person(s) within that position.
- **C. A Lookup is created in the Lookup tab to join tables with Primary Person ID to a Secondary Person ID(s).**
- D. A relationship is defined for a parent (primary)/child (secondary) relationship for a supervisor structure.

Answer: C

NEW QUESTION # 16

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error:

System.ArgumentException: Item has already been added. Key in dictionary: '[location].[location].

[level1_che_zznostateprovince_geneva]' Key being added: '[location].[location].[level1_che_zznostateprovince_geneva]' at

System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at Hrm1.DataObjects.Hrm1OrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

- A. Ensure
- B. Convert all
- **C. Make sure**
- D. Exclude

Answer: C

NEW QUESTION # 17

When would you use a Lookup?

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

Answer: C

NEW QUESTION # 18

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