

# C-THR96-2505 Free Practice - New C-THR96-2505 Test Sample



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## SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 7	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 8	<ul style="list-style-type: none"><li>• 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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q25-Q30):

### NEW QUESTION # 25

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- A. Country-specific fields
- B. Custom fields
- C. Standard fields
- D. Transient fields

**Answer: A**

### NEW QUESTION # 26

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 answers to this question.

- A. Select each required dimension listed above and turn on the missing measures 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 measure listed above and turn on the missing dimensions 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 # 27

What can you configure within the Dimension tab while you are configuring a Fact table? Note: There are 2 correct answers to this question.

- A. Measure/dimension arrangement
- B. Dimension user permissions
- C. Dimension structure source
- D. Dimension column

**Answer: C,D**

#### NEW QUESTION # 28

To which measures does the following calculation apply? `if((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT%], 0)`. Note: There are 3 correct answers to this question.

- A. FTE headcount
- B. EOP headcount
- C. EOP headcount - inactive and other
- D. SOP headcount
- E. Average headcount

**Answer: A,B,D**

#### NEW QUESTION # 29

A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct answers to this question.

- A. Temporarily disable Role-Based Permission for the data required to build the base input measure.
- B. Create a new query in advanced reporting that returns the values derived for the base input measure.
- C. Add all fields used in measure calculation syntax into Drill to Detail.
- D. Create a dummy measure that returns all record from the same fact table.
- E. Return all records from Drill to Detail and manually check the value against measure syntax.

**Answer: B,C,E**

#### NEW QUESTION # 30

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