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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 2	• 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 3	• 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 4	• 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 5	• 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 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	• 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 8	• 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 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q45-Q50):

NEW QUESTION # 45
How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- A. Use the Effective Sequence Special Use Type on a numeric field.
- B. Use the To Date Special Use Type on a date field.
- C. Use a calculated column to filter unwanted records.
- D. Use a calculated column called Effective Sequence.

Answer: A

NEW QUESTION # 46
Where is the WFA Dimension Editor tool located?

- A. In WFA on HANA Admin
- B. In SAP SuccessFactors Workforce Analytics Admin
- C. In Provisioning
- D. In Admin Center

Answer: A

NEW QUESTION # 47
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 EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- 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 each measure listed above and turn on the missing dimensions respectively.

Answer: A,B

NEW QUESTION # 48
How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct answe rs to this question.

- A. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- B. Use Drill to Detail to compare source and target salary figures and currencies.
- C. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.
- D. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.
- E. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.

Answer: B,C,E

NEW QUESTION # 49
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. Inputs of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- D. Base Input Measures filtered by Dimensions

Answer: C

NEW QUESTION # 50
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