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## SAP C\_THR96\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"><li>• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology</li></ul>
Topic 7	<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>

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

### NEW QUESTION # 10

A customer wants to implement a Grade/Band dimension using the external code from the Fo Pay Grade T table. The source for all employee grade data is from the Pay Grade column in the Emp Job Info T table. Which table and columns do you use as Lookup Table, Lookup Column, and Source Column when configuring the Lookup?

- A. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Internal Code as Source Column
- B. Fo Pay Grade T as Lookup Table. Internal Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column
- C. Emp Job Info T as Lookup Table. Pay Grade as Lookup Column. Fo Pay Grade T>Code as Source Column
- D. Fo Pay Grade T as Lookup Table. Code as Lookup Column. Emp Job Info T>Pay Grade as Source Column

**Answer: B**

### NEW QUESTION # 11

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Remove all standard measures from the Fact table.
- B. Set the Group for the Fact table to Inactive.
- C. Deselect the Active flag in the Edit Fact table.
- D. Remove all key mappings from the Fact table.

**Answer: C**

### NEW QUESTION # 12

In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- A. Deploy
- B. Assist in Resolving Site Issues
- C. Set up Data Staging Framework
- D. Prepare
- E. Realize

**Answer: E**

### NEW QUESTION # 13

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

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

**Answer: A,C,E**

### NEW QUESTION # 14

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

**Answer: A,B,E**

### NEW QUESTION # 15

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