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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q54-Q59):

NEW QUESTION # 54
Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answe rs to this question.

- A. MDF custom objects are managed with tools in the Admin Center.
- B. Customer accounts have a limited number of custom MDF objects.
- C. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- D. MDF custom objects rely on XML-based configuration.

Answer: A,B

NEW QUESTION # 55
Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct answe rs to this question.

- A. Calculated Columns (Tables and Columns screen)

- B. Calculated Columns (Calculated Columns screen)
- C. Custom Measures
- D. Custom Dimensions

Answer: B,C

NEW QUESTION # 56

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below: Retention Rate = (SOP Headcount + External Hires - Terminations)/(SOP Headcount + External Hires) *100. Note: There are 3 correct answe rs to this question.

- A. Validate that the External Hires measure produces the correct figure via Drill to Detail.
- B. Validate that the Termination measure produces the correct figure via Drill to Detail.
- C. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- D. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.
- E. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.

Answer: A,B,D

NEW QUESTION # 57

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing; Component=component "Parent Child Convertor Workforce __ Organizational Unit" (28) ---> System.Exception: Duplicate id generated as 3631545_3639040_UNK_DIV. Here is the parent and child path for duplication - { LEVEL_1_ID='3631545' LEVEL_1_NAME='ROMPETROL DOWNSTREAM' LEVEL_2_ID='3631545_3639040' LEVEL_2_NAME='Supply Chain'. Why do you get this error?

- A. The Data Factory has a database connection error.
- B. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.
- C. The Organizational Unit structure does NOT link to employee records.
- D. The Organizational Unit structure is unable to access the table.

Answer: B

NEW QUESTION # 58

During an SAP SuccessFactors Workforce Analytics on SAP HANA configuration, when can you select the Termination event list?

- A. When creating Hires, Terminations, or Movements conditions
- B. When configuring Lookups for Event and/or Event Reasons
- C. When configuring Separation Reason Dimensions
- D. When adding a Termination measure

Answer: A

NEW QUESTION # 59

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