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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none"> 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 9	<ul style="list-style-type: none"> 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.

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

NEW QUESTION # 25

What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To add a level to the structure of a dimension
- B. To create aggregations (or pivots) in data
- C. To create custom measures
- D. To add additional logic to a base input measure or dimension**

Answer: D

NEW QUESTION # 26

When would you use a Lookup?

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

Answer: B

NEW QUESTION # 27

What could be reasons that codes appear under the 'Unmapped' category for a SQL-generated dimension structure? Note: There are 3 correct answers to this question.

- A. The SQL statement returns the external code and employee data uses the external code.
- B. The SQL statement returns the external code and employee data uses the internal code.
- C. The SQL statement returns the internal code and employee data uses the external code.
- D. Leaf node IDs generated via SQL do NOT match the values returned in the data.
- E. Leaf node descriptions generated via SQL do NOT match the values returned in the data.

Answer: B,C,D

NEW QUESTION # 28

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 Hrml.DataObjects.HrmlOrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. What is the cause of this error?

- A. 'geneva' has multiple parents in the data used to build the hierarchy.
- B. 'geneva' has multiple IDs with different cases, for example 'Geneva' in the data.
- C. 'Geneva' does NOT have a parent in the data used to build the hierarchy.
- D. 'geneva' is a restricted word and CANNOT be used as an ID.

Answer: A

NEW QUESTION # 29

What is the purpose of the Specification document?

- A. It contains customer responses to questions related to the implementation process.
- B. It contains all business logic and source data locations for the implementation.
- C. It provides an overview of the implementation process.
- D. It provides a list of discrepancies between the customer's expected results and SAP results.

Answer: A

NEW QUESTION # 30

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