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

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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 4	<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 5	<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 6	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q17-Q22):

### NEW QUESTION # 17

What is the purpose of a metrics pack?

- A. To gather information on a customer's data sourcing requirements
- B. To form a blueprint of a customer's business logic
- C. To provide a logical group of data items to generate related measures and reporting breakdowns
- D. To align with a Metadata Framework object

**Answer: C**

### NEW QUESTION # 18

To store data for an SAP SuccessFactors Workforce Analytics on SAP HANA implementation, you need to create a Metadata Framework (MDF) object. Where do you create the MDF object?

- A. In Provisioning -> Import/Export Data Model
- B. In Admin Center -> Configure Object Definitions
- C. In Admin Center -> Manage Data
- D. In Provisioning -> Edit Profile Meta Data

**Answer: B**

### NEW QUESTION # 19

Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?

- A. WFA on HANA Data Factory
- B. Target Setting
- C. SuccessFactors Admin
- D. WFA on HANA Admin

**Answer: A**

#### NEW QUESTION # 20

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

**Answer: B,C,D**

#### NEW QUESTION # 21

When would you use a Lookup?

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

**Answer: B**

#### NEW QUESTION # 22

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