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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 4	<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 5	<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.
Topic 6	<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 7	<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 8	<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 9	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q81-Q86):

NEW QUESTION # 81

In which hris-element is an employee's annual salary typically stored in SAP SuccessFactors Employee Central?

- A. compInfo
- B. employmentInfo
- C. jobInfo
- **D. payComponentRecurring**

Answer: D

NEW QUESTION # 82

How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- A. Standard fields
- B. Transient fields
- **C. Country-specific fields**
- D. Custom fields

Answer: C

NEW QUESTION # 83

What are the foundations of an Analytics Cube? Note: There are 2 correct answers to this question.

- A. Extract tables
- B. SAP SuccessFactors Employee Central
- C. Dimension tables
- D. Fact tables

Answer: C,D

NEW QUESTION # 84

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: $\text{Retention Rate} = (\text{SOP Headcount} + \text{External Hires} - \text{Terminations}) / (\text{SOP Headcount} + \text{External Hires}) * 100$. Note: There are 3 correct answers to this question.

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

Answer: B,D,E

NEW QUESTION # 85

What happens when you select a Standard Dimension when creating a new dimension? Note: There are 2 correct answers to this question.

- A. Standard labels are applied for internationalization.
- B. Label override configuration is provided.
- C. Nodes used in benchmarking are included.
- D. Initial dimension structure and dimension structure source are set.

Answer: A,C

NEW QUESTION # 86

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