2026 SAP Marvelous C_THR96_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics New Learning Materials

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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q43-Q48):

NEW QUESTION # 43
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 IDs with different cases, for example 'Geneva' in the data.
- B. 'Geneva' does NOT have a parent in the data used to build the hierarchy.
- C. 'geneva' is a restricted word and CANNOT be used as an ID.
- D. 'geneva' has multiple parents in the data used to build the hierarchy.

Answer: D

NEW QUESTION # 44
Which of the following functions are managed in the WFA on HANA Data Factory tool? Note: There are 3 correct answe rs to this question.

- A. Import/export the configuration for a backup or to use in another instance.
- B. Enable/disable incremental processing and frequency and start an out-of-cycle incremental build.
- C. Enable/disable role-based permissions for the instance.
- D. Import/export reports for a backup or to use in another instance.
- E. Enable/disable measures and dimensions for the instance.

Answer: B,E

NEW QUESTION # 45
What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- A. Person Information
- B. Job Information

- C. Biographical Information
- D. Employment Information

Answer: D

NEW QUESTION # 46
What are Derived Input Measures?

- A. Calculations of Base Input Measures and Derived Input Measures combined in formulas
- B. Breakdowns of measure values across administrative and geographic structures
- C. Input of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- D. Base Input Measures filtered by Dimensions

Answer: D

NEW QUESTION # 47
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 Average 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 Termination measure produces the correct figure via Drill to Detail.
- D. Validate that the External Hires 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: B,C,D

NEW QUESTION # 48
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