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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
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	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 4	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 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	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 7	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.

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

NEW QUESTION # 54

How do you implement Promotion In, Demotion In, and Transfer In metrics? Note: There are 3 correct answers to this question.

- A. Configure measure Movement Out.
- B. Configure Event List and Hire, Movement, Terms.
- C. Map nodes into corresponding categories in Separation Reason dimension.
- D. Map nodes into corresponding categories in Recruitment Source dimension.
- E. Configure measure Movement In.

Answer: A,B,C

NEW QUESTION # 55

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

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

Answer: B,D

NEW QUESTION # 56

Which of the following tools can you use to restrict user access to metrics and dimensions?

- **A. Manage Permission Roles**
- B. Manage Workforce Analytics
- C. WFA on HANA Data Factory
- D. Report Center

Answer: A

NEW QUESTION # 57

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

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

Answer: A

NEW QUESTION # 58

Which blocks are considered part of Personal Information in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- **A. Address Information**
- B. Job Information
- **C. Contact Information**
- D. Compensation Information

Answer: A,C

NEW QUESTION # 59

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