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SAP C_THR96_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 4	• 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 5	• 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 6	• 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 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.
Topic 8	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Type (Duration)
- B. Employment Type (Attendance)
- C. Employment Status
- D. Employment Level

Answer: A

NEW QUESTION # 13

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Prepare Explore Deploy Realize
- B. Prepare Explore Realize Deploy
- C. Discover Explore Deploy Realize
- D. Discover Prepare Realize Deploy

Answer: B

NEW QUESTION # 14

What information is available on the Load Status screen? Note: There are 2 correct answers to this question.

- A. Filters (Type, Date, Status)
- B. Server load status
- C. Client list
- D. Load history

Answer: A,D

NEW QUESTION # 15

In which phase of the SAP SuccessFactors Workforce Analytics project plan does the technical implementation lead perform the following activities?

- A. Deploy
- B. Prepare
- C. Assist in Resolving Site Issues
- D. Set up Data Staging Framework
- E. Realize

Answer: E

NEW QUESTION # 16

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

Answer: B,C,E

NEW QUESTION # 17

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