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SAP C_THR96_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Process Data and Hierarchies: This section of the exam measures the skills of data managers and covers processing data and managing hierarchies within SAP SuccessFactors Workforce Analytics. It emphasizes techniques for organizing data for analysis.
Topic 2	• SAP SuccessFactors Employee Central Fundamentals: This section of the exam measures the skills of SAP consultant administrators and covers the foundational concepts of SAP SuccessFactors Employee Central. It emphasizes understanding employee data management and organizational structure within the platform. A key skill assessed is managing employee records effectively to support HR processes.
Topic 3	• Create Lookups and Events: This section of the exam measures skills of SAP Consultants and covers creating lookups and events within SAP SuccessFactors Workforce Analytics.
Topic 4	• Metrics Pack Fundamentals: This section of the exam measures the skills of SAP Professionals and covers the fundamentals of metrics packs in SAP SuccessFactors Workforce Analytics. It includes understanding how metrics packs are structured and utilized for reporting purposes.

Topic 5	Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core in SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.
Topic 6	Build Validation and Data Validation: This section of the exam measures the skills of the target audience in covering building validation processes and ensuring data integrity within SAP SuccessFactors Workforce Analytics.

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

NEW QUESTION # 81

Which table requires values for the columns Event and Event Reason Icode?

- A. Emp Personal Info T
- **B. Emp Employment Info**
- C. Emp Job Info T
- D. Emp Paycomp Recurring T

Answer: B

NEW QUESTION # 82

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

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

Answer: D

NEW QUESTION # 83

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

- A. Job Information
- B. Employment Information
- C. Biographical Information
- **D. Personal Information**

Answer: D

NEW QUESTION # 84

Consider the following scenario: A customer has asked to determine their Hires, Terminations, and Movement Events using the following Event codes: H - Hire P - Promotion D - Demotion X - Transfer T - Termination. Promotions are only counted if there is an increase in the Salary Band and Demotions are only counted if there is a decrease in the Salary Band. What is the minimum number of Hire/Movement/Termination conditions that can be created to fulfill these requirements?

- A. 5: An Event List condition for Hires, Internal Movements, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions
- B. 7: An Event List condition for each movement type. An Increase in Value for Promotions. A Decrease in Value for Demotions
- C. 3: An Event List condition for Hires, Promotions, Demotions, Transfers, and Terminations. An Increase in Value for Promotions. A Decrease in Value for Demotions
- D. 5: An Event List condition for Hires, Transfers, and Terminations. An Event List and an Increase in Value for Promotions. An Event List and a Decrease in Value for Demotions

Answer: A

NEW QUESTION # 85

Why would you use a complex fact table instead of a simple fact table?

Note: There are 3 correct answers to this question.

- A. Source records can be reduced to one active fact record for any point in time.
- B. It supports structural dimensions.
- C. Tables can be sourced from a Lookup.
- D. It provides full support to calculate hires movements and terminations.
- E. Source table records can be spliced across time.

Answer: B,D,E

NEW QUESTION # 86

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