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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 5	• 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	• 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 7	• 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 8	• 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 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following describes a structural dimension? Note: There are 2 correct answers to this question.

- A. It can be built with parent/child relationship data.
- B. It can be configured for benchmarking.
- C. It can have NO more than 12 levels.
- D. It can be used to configure role-based permissions.

Answer: A,D

NEW QUESTION # 18

Which of the following SAP SuccessFactors Employee Central tables will be used most often as a Lookup table in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Fo Event Reason T table
- B. Fo Pay Component T table
- C. Emp Job Info T table
- D. Emp Employment Info table

Answer: A,B

NEW QUESTION # 19

Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarchies greyed out?

- A. The code to build the hierarchy is invalid.
- B. The build of the hierarchy did NOT complete.
- C. The checkbox to enable code mapping editing is NOT selected.
- D. The hierarchy is a generated structure based on SQL statement.

Answer: D

NEW QUESTION # 20

A customer has defined the following EVENT codes for their movement logic from EMP_JOB_INFO_T table: Hire is identified where EVENT External Code = H (Hire) and R(Rehire) Promotion is identified where EVENT External Code = 8 (Promotion) Transfer is identified where EVENT External Code = 6 (Transfer) and 16 (Job Change) Other Movement is identified where EVENT External Code = 23 (Return to Work) Termination is identified where EVENT External Code = 26 (Termination). What possible Event Lists can you create to capture all employee movements for this customer? Note: There are 2 correct answers to this question.

- A. Create 1 Event list: Hire, Termination, Promotion, Transfer, and Other Movement event codes
- B. Create 3 Event lists: Hire and Promotion event codes. Transfer event codes. Termination and Other Movement event codes
- C. Create 5 Event lists: Hire event codes. Termination event codes. Promotion event codes. Transfer event codes. Other Movement event codes
- D. Create 3 Event lists: Hire event codes. Termination event codes. Promotion, Transfer, and Other Movement event codes

Answer: A,D

NEW QUESTION # 21

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

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

Answer: B,C,E

NEW QUESTION # 22

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