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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	• 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	• 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	• 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 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q32-Q37):

NEW QUESTION # 32

Which of the following is commonly used in benchmark comparisons?

- A. Restricted Base Input Measure
- **B. Result Measure**
- C. Derived Input Measure
- D. Base Input Measure

Answer: B

NEW QUESTION # 33

The following code is used for EOP headcount and SOP headcount:

If((in([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%], 'A','U','P') OR ISNULL([%EMP_JOB_INFO_T.EMPLOYMENT_STATUS%])), [%#CFT#.HEAD_COUNT%], 0). Which setting results in each measure produce different results?

- A. Data type
- B. Standard measure
- C. Aggregation type
- **D. Measure override name**

Answer: D

NEW QUESTION # 34

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

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

Answer: B,C,E

NEW QUESTION # 35

What are the characteristics of an effective-dated table in an SAP SuccessFactors Employee Central table?

- A. The table has NO time stamp information.
- B. The table has time stamp attributes such as birth date and hire date.

- C. The table can have multiple time-bound records for each object.
- D. The table has only one record per object.

Answer: C

NEW QUESTION # 36

Which rollup types are available when a record is spliced? Note: There are 3 correct answers to this question.

- A. Normal
- B. Prorata
- C. Average
- D. EOP
- E. SOP

Answer: A,B,E

NEW QUESTION # 37

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