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SAP C_THR96_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Metadata Framework (MDF) Fundamentals: This section of the exam measures the skills of SAP consultants and covers the fundamentals of the Metadata Framework (MDF) in SAP SuccessFactors. It includes understanding how MDF supports data management and configuration within the system. A critical skill evaluated is the ability to utilize MDF for effective data governance.
Topic 3	• BI Fundamentals and Build Fact Tables: This section of the exam measures the skills of SAP Consultants and covers fundamental concepts related to business intelligence (BI) and building fact tables in SAP SuccessFactors. It includes understanding data modeling techniques used for analytics. A critical skill evaluated is creating fact tables to support reporting requirements.

Topic 4	• Configure Dimensions and Add Measures: This section of the exam measures the skills of data analysts and covers configuring dimensions and adding measures in SAP SuccessFactors Workforce Analytics. It includes understanding how to set up dimensions for effective reporting.
Topic 5	• SAP SuccessFactors Workforce Analytics on SAP HANA - Prerequisites and Implementation Methodology: This section of the exam measures the skills of SAP consultants and covers prerequisites and methodologies for implementing Workforce Analytics on SAP HANA. It emphasizes understanding the steps required for successful deployment. A key skill assessed is following implementation methodologies to ensure project success.
Topic 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q21-Q26):

NEW QUESTION # 21

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

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

Answer: A,B,D

NEW QUESTION # 22

Where is the WFA Dimension Editor tool located?

- **A. In WFA on HANA Admin**
- B. In Admin Center
- C. In Provisioning
- D. In SAP SuccessFactors Workforce Analytics Admin

Answer: A

NEW QUESTION # 23

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

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

Answer: B,C,D

NEW QUESTION # 24

What document is created from the responses to the Data Questionnaire?

- A. Discrepancy Report document
- B. Project Summary document
- C. Specification document
- D. Metrics Pack document

Answer: C

NEW QUESTION # 25

What are some of the tasks you must perform to complete an SAP SuccessFactors Workforce Analytics on SAP HANA technical implementation? Note: There are 2 correct answers to this question.

- A. Configure single sign-on.
- B. Configure the Drill-to-Detail display.
- C. Update the Data Specification document.
- D. Create a custom report.

Answer: A,B

NEW QUESTION # 26

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