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SAP C_THR96_2411 Exam Syllabus Topics:

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Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 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.
Topic 7	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 8	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 9	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q37-Q42):

NEW QUESTION # 37

How do you configure Effective End Date in SAP SuccessFactors Workforce Analytics on SAP HANA? Note: There are 2 correct answers to this question.

- A. Add the Effective End Date column and set the Special Use Type option to ToDate.
- B. Add the Effective Start Date column and set the Special Use Type option to ToDate.
- C. Add the Effective Start Date column and the staging framework will calculate the end date by default.
- D. Add the Effective End Date column and leave the Special Use Type option to none.

Answer: B,D

NEW QUESTION # 38

What are the foundations of an Analytics Cube?

Note: There are 2 correct answers to this question.

- A. Dimension tables
- B. Fact tables
- C. SAP SuccessFactors Employee Central
- D. Extract tables

Answer: A,B

NEW QUESTION # 39

How do you validate the value of a local salary that has been converted to the unified target currency for the Annual Salary calculated column? Note: There are 3 correct answers to this question.

- A. Add all fields used in the Annual Salary calculation syntax into Drill to Detail.
- B. Use Drill to Detail to compare source and target salary figures and currencies.
- C. Temporarily disable Role-Based Permissions for the data required to build the base input measure.
- D. Create two calculated columns: one for local salary figure, the other for local currency type, and add them into Drill to Detail.
- E. Create two calculated columns: one for converted target salary figure, the other for target currency type, and add them into Drill to Detail.

Answer: B,D,E

NEW QUESTION # 40

Which field is the generic key field for each record of data for a Metadata Framework (MDF) object?

- A. externalName
- B. Code
- C. externalCode
- D. effectiveStartDate

Answer: C

NEW QUESTION # 41

When using the Build Fact Data and Cube Command the initial load fails with the following message in the log:
InfoHRM.Girru.Components.InputProcessingException: Uncaught exception during input processing: Component-component "Parent Child Convertor Workforce Organizational Unit" (28)-> System.Exception: Duplicate id generated as 3631545_3639040_UNK DIV. Here is the parent and child path for duplication - (LEVEL_1_ID='3631545 LEVEL_1_NAME='ROMPETROL DOWNSTREAM LEVEL_2_ID=3631545_3639040 LEVEL_2_NAME='Supply Chain'
Why do you get this error?

- A. The Organizational Unit structure is unable to access the table.
- B. The Organizational Unit structure has nodes with duplicate IDs/paths that is NOT supported in the Data Factory.
- C. The Organizational Unit structure does NOT link to employee records.
- D. The Data Factory has a database connection error.

Answer: B

NEW QUESTION # 42

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When asked about the opinion about the exam, most people may think that it's not a quite easy thing, and some people even may

think that it's a difficult thing. C_THR96_2411 learning materials of us include the questions and answers, which will show you the right answers after you finish practicing. C_THR96_2411 Online Test engine can record the test history and have a performance review, with this function you can have a review of what you have learned.

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