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## SAP C\_THR96\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q51-Q56):**

### **NEW QUESTION # 51**

When using the Build Fact Data and Cube Command, the initial load fails with the following message in the log: Error:

System.ArgumentException: Item has already been added. Key in dictionary: '[location].[location]'.

[level1\_che\_zznostateprovince\_geneva] Key being added: '[location].[location].[level1\_che\_zznostateprovince\_geneva]' at System.Collections.SortedList.Add(Object key, Object value) at System.Collections.SortedList.SyncSortedList.Add(Object key, Object value) at Hrm1.DataObjects.Hrm1OrgCubeDimensionTree.AddTreeNode(String path, String parentPath, Int32 depth, String caption) in. How do you fix the error?

- A. Make sure
- B. Exclude
- C. Ensure
- D. Convert all

**Answer: A**

### **NEW QUESTION # 52**

Which of the following tools can you use to restrict user access to metrics and dimensions?

- A. Manage Workforce Analytics
- B. **Manage Permission Roles**
- C. WFA on HANA Data Factory
- D. Report Center

**Answer: B**

### **NEW QUESTION # 53**

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

**Answer: B**

#### NEW QUESTION # 54

How do you disable a Fact table temporarily if it is NOT going to be included in SAP SuccessFactors Workforce Analytics?

- A. Set the Group for the Fact table to Inactive.
- B. Remove all key mappings from the Fact table.
- C. Deselect the Active flag in the Edit Fact table.
- D. Remove all standard measures from the Fact table.

**Answer: C**

#### NEW QUESTION # 55

The SAP SuccessFactors standard calculated column configuration for Annual Salary has which functionalities?

Note: There are 2 correct answers to this question.

- A. A consultant can add multiple pay component IDs into the same calculated column to track them
- B. If multiple pay component IDs are specified in the 'Base Salary calculated column they will overwrite each other's figure based on the effective date.
- C. Currency conversion is auto calculated in the software. No configuration is needed in the Data Factory.
- D. Destination Currency is specified in the "Default Currency Code" field.

**Answer: A**

#### NEW QUESTION # 56

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