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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 6	• 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 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 (Q74-Q79):

NEW QUESTION # 74

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

Answer: A,B

NEW QUESTION # 75

What can you use the Edit SQL button for when you add a dimension in the Dimensions screen? Note: There are 2 correct answers to this question.

- A. To source the list of benchmarked dimension nodes from customer data
- **B. To source the labels for dimension nodes from customer data**
- C. To source the hierarchy of dimension nodes from customer data
- **D. To source the employees who are mapped to dimension nodes in customer data**

Answer: B,D

NEW QUESTION # 76

What is the correct order of phases in the SAP SuccessFactors Workforce Analytics implementation timeline?

- A. Discover Prepare Realize Deploy
- B. Prepare Explore Deploy Realize
- **C. Prepare Explore Realize Deploy**
- D. Discover Explore Deploy Realize

Answer: C

NEW QUESTION # 77

How would you validate a result measure 'retention rate' if the customer has a concern that the number is NOT accurate? Please refer to the formula below: $\text{Retention Rate} = (\text{SOP Headcount} + \text{External Hires} - \text{Terminations}) / (\text{SOP Headcount} + \text{External Hires}) * 100$. Note: There are 3 correct answers to this question.

- **A. Validate that the External Hires measure produces the correct figure via Drill to Detail.**
- B. Validate that the Average Headcount measure produces the correct figure via Drill to Detail.
- **C. Validate that the SOP Headcount measure produces the correct figure via Drill to Detail.**
- D. Validate that the EOP Headcount measure produces the correct figure via Drill to Detail.
- **E. Validate that the Termination measure produces the correct figure via Drill to Detail.**

Answer: A,C,E

NEW QUESTION # 78

How do you configure benchmarked dimension nodes in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. Change the name of a dimension node to the benchmarked name.
- B. Add a property to a dimension node that flags it as benchmarked.
- C. Change the ID of a dimension node to the benchmarked ID.
- **D. Map customer nodes to the pre-defined nodes within a dimension.**

Answer: D

NEW QUESTION # 79

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