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SAP C-THR96-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 6	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 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.
Topic 8	SAP SuccessFactors Workforce Analytics on SAP HANA – Prerequisites and Implementation Methodology
Topic 9	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q30-Q35):

NEW QUESTION # 30

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 can have multiple time-bound records for each object.
- C. The table has time stamp attributes such as birth date and hire date.
- D. The table has only one record per object.

Answer: B

NEW QUESTION # 31

What are Restricted Input Measures?

- A. Base Input Measures filtered by Dimensions
- B. Calculations of Base Input Measures and Derived Input Measures combined in formulas

- C. Inputs of Derived or Result Measures that are NOT displayed in the Measures tab of the Workforce Analytics portal
- D. Breakdowns of measure values across administrative and geographic structures

Answer: C

NEW QUESTION # 32

What do you use a calculated column for in SAP SuccessFactors Workforce Analytics on SAP HANA?

- A. To create custom measures
- B. To add additional logic to a base input measure or dimension
- C. To create aggregations (or pivots) in data
- D. To add a level to the structure of a dimension

Answer: B

NEW QUESTION # 33

Which dimension is used in the derived measure EOP Headcount - Temporary?

- A. Employment Level
- B. Employment Type (Attendance)
- C. Employment Status
- D. Employment Type (Duration)

Answer: D

NEW QUESTION # 34

Which of the following dimensions should NOT be turned on for Measure Terminations?

- A. Recruitment Source
- B. Future Leader
- C. Separation Reasons
- D. Gender

Answer: C

NEW QUESTION # 35

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