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SAP C_THR96_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• Process Data and Hierarchies: This section of the exam measures the skills of data managers and covers processing data and managing hierarchies within SAP SuccessFactors Workforce Analytics. It emphasizes techniques for organizing data for analysis.

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

NEW QUESTION # 21

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. An Event List condition for each movement type
- B. An Event List condition for Hires Internal Movements and Terminations
- C. An Event List condition for Hires Transfers and Terminations
- D. An Event List condition for Hires Promotions Demotions Transfers and Terminations

Answer: C

NEW QUESTION # 22

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

Answer: A,D

NEW QUESTION # 23

Which of the following is configurable and can only be implemented by SAP admin users in the Technical Services team? Note: There are 2 correct answers to this question.

- A. Calculated Columns (Calculated Columns screen)
- B. Custom Measures
- C. Custom Dimensions
- D. Calculated Columns (Tables and Columns screen)

Answer: A,B

NEW QUESTION # 24

You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation.

If you add multiple pay component IDs into a single calculated column labeled Base Salary what value would be retained for that calculated column?

- A. The value from each pay component ID would be overwritten sequentially.
- B. The value from all non-zero pay-component IDs would be retained separately.
- C. The value from all pay component IDs would be retained separately.
- D. The value from each pay component ID would be summed.

Answer: D

NEW QUESTION # 25

What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- A. Returns true/false based on an event
- B. A filter to exclude Hires, Movements or Terminations
- C. Used in a calculation to capture Hires, Movements or Terminations
- D. Used to group Hires, Movements or Terminations

Answer: C,D

NEW QUESTION # 26

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