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SAP C_THR96_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 6	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics Sample Questions (Q75-Q80):

NEW QUESTION # 75

What is a flat dimension structure type?

- A. A type of structure that requires all leaf nodes to be at the same depth from the root of the dimension
- **B. A type of structure that has each level ID and name sourced as columns from a SQL statement or table**
- C. A type of structure that has all nodes on the first level
- D. A type of structure that requires all employees to link to the leaf nodes

Answer: B

NEW QUESTION # 76

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

Answer: A,C

NEW QUESTION # 77

Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- A. Customer accounts have a limited number of custom MDF objects.
- B. MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- C. MDF custom objects are managed with tools in the Admin Center.
- D. MDF custom objects rely on XML-based configuration.

Answer: A,C

NEW QUESTION # 78

According to SAP best practices, at the start of the implementation project, which of the following documents are provided to the client? Note: There are 3 correct answers to this question.

- A. Metrics Pack document
- B. Specification document.
- C. Data Questionnaire document
- D. Project Summary document
- E. Discrepancy Report document.

Answer: A,C,D

NEW QUESTION # 79

Consider the following scenario:

EOP headcount has Age Disability EEO Job Category Employment Level and Employment Status dimensions turned on.

SOP headcount has Age and EEO Job Category dimensions turned on.

Average headcount has Gender and Future Leader dimensions turned on.

Hires has Age Disability EEO Job Category Employment Level and Employment Status dimensions turned on.

Terminations has Age Disability EEO Job Category Employment Level and Employment Status dimensions turned on.

You are required to perform the following task:

Turn on Age Disability EEO Job Category Employment Level Employment Status and Gender dimensions on for EOP Headcount SOP Headcount and Average Headcount.

How would you complete this task?

Note: There are 2 correct answers to this question.

- A. Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- B. Select each measure listed above and turn on the missing dimensions respectively.
- C. Select EOP Headcount SOP Headcount and Average Headcount at the same time then turn on the above dimensions in bulk.
- D. Select each required dimension listed above and turn on the missing measures respectively.

Answer: A,C

NEW QUESTION # 80

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