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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> • Workforce Analytics Reporting: This domain is aimed at a Reporting Specialist and focuses on generating, customizing, and distributing workforce analytics reports, ensuring stakeholders receive accurate workforce insights.
Topic 2	<ul style="list-style-type: none"> • Data Questionnaire and Data Standards: This part evaluates skills of a Data Standards Specialist and is focused on understanding the structure and requirements of workforce data, including completing data questionnaires and adhering to organizational and industry data standards to ensure data quality and consistency.
Topic 3	<ul style="list-style-type: none"> • Workforce Analytics Fundamentals and Navigation: This part tests the knowledge of a Workforce Data Analyst and includes understanding the basic concepts of workforce analytics, navigating the system interface, and utilizing available tools to access workforce information.
Topic 4	<ul style="list-style-type: none"> • Core Workforce and Mobility Specification Document: This section targets a Workforce Documentation Specialist and assesses the understanding of the core specification documents related to workforce and mobility, ensuring that workforce requirements and data are clearly defined and documented for analytics purposes.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q120-Q125):

NEW QUESTION # 120

Which of the following measures can be enabled when configuring Business Factors in the Forecast?
There are 3 correct answers to this question.

- A. Movements Out Rate
- B. Vacancies
- C. Transfer Out Rate
- D. Promotion Rate
- E. Hire Rate

Answer: A,B,E

NEW QUESTION # 121

What action is NOT included in the Realize phase of a Workforce Analytics implementation? Please choose the correct answer.

- A. User acceptance testing
- B. Beta site publication
- C. Site navigation training
- D. Production site publication

Answer: D

NEW QUESTION # 122

Based on SAP SuccessFactors standard processes, if an employee termination on January 31, what measures would they be counted toward?

There are 2 correct answers to this question.

- A. January Average Headcount
- B. January Termination Rate
- C. January End of Period Headcount
- D. January Staffing Rate

Answer: A,B

NEW QUESTION # 123

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- A. Employment Type
- B. Recruitment Source
- **C. Critical Job Roles**
- D. Employment Status

Answer: C

NEW QUESTION # 124

What field needs to be configured to enable the usage of the employee Quickcard in the Drill to Detail output of WFA on SAP HANA? Please choose the correct answer.

- A. Parent ID
- B. PERSONJD
- **C. USERS_SYS_ID**
- D. Level X ID

Answer: C

NEW QUESTION # 125

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