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SAP C-THR89-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• Administering Workforce Analytics: This section of the exam measures the skills of a Workforce Analytics Administrator and covers essential tasks involved in managing and maintaining workforce analytics systems, including system administration and user access management.
Topic 4	• Workforce Analytics Implementation Methodology: This section measures the abilities of a Workforce Analytics Implementation Consultant and covers methodologies, steps, and best practices for deploying workforce analytics solutions in an organization.

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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q52-Q57):

NEW QUESTION # 52
What permissions must you assign to enable the SF HCM user to view the Planning tab in the navigation menu?
Please choose the correct answer.

- A. Analytics Permissions: Show Analytics
- B. Reports Permissions: Workforce Planning
- C. Analytics Permissions: Show Planning
- D. Reports Permissions: Inform Reports

Answer: C

NEW QUESTION # 53
You create a new user manually within Workforce Analytics (Admin >User Maintenance) and set up the user- level tree security. What happens if the role the user is assigned to already has tree security set up? Please choose the correct answer.

- A. The user-level security would union with the role-level security
- B. You CANNOT update tree security on an individual user
- C. The user-level security would override the role-level security
- D. The role-level security would override the user-level security

Answer: C

NEW QUESTION # 54
Which of the following are characteristics of a strategic plan in Workforce Planning?
There are 3 correct answers to this question.

- A. Focuses on critical roles
- B. Timeframe is 3 or more years
- C. Projects a highly accurate full-time equivalent (FTE) count
- D. Based on scenarios
- E. Focuses on filling vacancies today

Answer: A,B,D

NEW QUESTION # 55
What document do the customer, functional consultant, and technical consultant use to communicate and provide examples of data problems that are found during user acceptance?
Please choose the correct answer.

- A. Data Specification
- B. Beta Site Issues Log
- C. Discrepancy Report
- D. Data Questionnaire

Answer: C

NEW QUESTION # 56

Which items are NOT included in the standard FTE measure?

There are 2 correct answers to this question.

- A. Interns
- B. Workers paid by third party
- C. Overtime
- D. Fixed-term contract employees paid through payroll

Answer: B,C

NEW QUESTION # 57

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