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## SAP C-THR89-2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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 3 | • 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 4 | • 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. |

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## C-THR89-2505 Fresh Dumps & Latest C-THR89-2505 Dumps Questions

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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q16-Q21):

**NEW QUESTION # 16**
When performing a bulk user load, how does the tool handle the case where a user account already exists and details of that account are different to that entered within the upload file?
Please choose the correct answer.

- A. An option exists to decide if the user account remains unchanged
- B. The account is disabled and an error is raised
- C. The account is always updated with the new information
- D. The account always remains unchanged

**Answer: A**

**NEW QUESTION # 17**
What does the Settings section of a WFA role configure?
Please choose the correct answer.

- A. Defines the tools and dimensions available to the user
- B. Restricts access to measures from the measures contents menu and all tools on site
- C. Defines exactly which data a user in this role will have access to
- D. Defines the Start Page and any menu restrictions

**Answer: D**

**NEW QUESTION # 18**
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 # 19**
Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach?
Please choose the correct answer.

- A. Create a Level 1 node that groups data into two categories US and non-US
- B. Logic is not required, null values are automatically reported as Unallocated
- C. Use a combination of logic and code mapping to display null values as Unallocated
- D. Use a combination of logic and code mapping to display null values as NOT Reported

**Answer: D**

**NEW QUESTION # 20**
What is the forecasting step?
Please choose the correct answer

- A. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- B. You analyze the business strategy and external environment to anticipate the future state of the business
- C. You tie financial metrics to the results to model the impact
- D. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies

**Answer: A**

**NEW QUESTION # 21**
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