

2025 SAP C_THR89_2411: Perfect SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics and Planning Exam Labs



SAP CERTIFICATION

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SAP C_THR89_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Core Workforce and Mobility Specification Document: This topic highlights the role of specification documents in successful project planning. SAP consultants explore the key elements of a workforce mobility specification document and learn how to align these documents with business objectives during implementation. This ensures consistency and clarity in workforce mobility planning.
Topic 2	<ul style="list-style-type: none">Data Questionnaire and Data Standards: The topic provides SAP consultants with best practices for designing data questionnaires that collect meaningful insights. It also focuses on maintaining data consistency in reporting and interpreting collected data for decision-making. These competencies enable consultants to drive informed workforce strategies with reliable data.

Topic 3	<ul style="list-style-type: none"> Administering Workforce Analytics: SAP consultants delve into configuring user roles and permissions for secure and effective system use. This topic covers setting data quality standards and ensuring compliance, while emphasizing the integration of Workforce Analytics with other SAP SuccessFactors modules to deliver actionable insights. Mastery of these concepts enhances the consultant's ability to manage workforce data effectively.
Topic 4	<ul style="list-style-type: none"> Workforce Analytics Implementation Methodology: This topic offers a comprehensive overview of the SAP Activate methodology for implementation, focusing on key phases and steps. SAP consultants learn to identify and engage stakeholders effectively while fostering user adoption of new tools. These methodologies ensure smooth implementation and acceptance of Workforce Analytics solutions.
Topic 5	<ul style="list-style-type: none"> Managing Clean Core: This topic helps SAP consultants understand the importance of maintaining a clean core in SAP SuccessFactors for improved efficiency and seamless updates. It explores how minimizing customizations and leveraging standard functionalities ensure system stability. Additionally, strategies for preserving a clean core provide practical insights into achieving sustainable system performance.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics and Planning Sample Questions (Q120-Q125):

NEW QUESTION # 120

What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP?

- A. Configuration Workbook - Initial WFA/WFP Workforce and Mobility (WFM) Implementation
- B. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- C. Core Workforce and Mobility Metrics Pack Documentation
- D. WFA Project Management Summary Template

Answer: B

NEW QUESTION # 121

Which comparison options can be turned on for a line chart in Investigate? There are 2 correct answers to this question.

- A. Forecast Line
- B. Target Line
- C. Trend Line
- D. Benchmark Line

Answer: A,C

NEW QUESTION # 122

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

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

Answer: B,D,E

NEW QUESTION # 123

What dimension is an example of a common structure dimension category?

Please choose the correct answer.

- A. Employment Level
- **B. Location**
- C. Grade/ Band
- D. Job Family

Answer: B

NEW QUESTION # 124

Which step of the Workforce Planning strategic plan provides the gap calculation?

Please choose the correct answer.

- A. Strategic Analysis
- **B. Forecasting**
- C. Strategic, Impact & Cost Modeling
- D. Action & Accountability

Answer: B

NEW QUESTION # 125

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