

# Pass Guaranteed C\_THR89\_2505 - Reliable SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional New Study Plan



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## SAP C\_THR89\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Administering Workforce Analytics:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Workforce Analytics Implementation Methodology:</b> 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.</li> </ul>

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## Reliable SAP C\_THR89\_2505 Test Answers - C\_THR89\_2505 Valid Guide Files

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### SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q59-Q64):

#### NEW QUESTION # 59

In headcount planning, what is considered the baseline?  
Please choose the correct answer.

- A. Total plan positions minus total plan reductions
- **B. Existing positions**
- C. Total planned reductions
- D. Total planned positions

**Answer: B**

#### NEW QUESTION # 60

Based on SAP Success Factors data standards, what event is considered a Termination-Other?  
Please choose the correct answer.

- A. End of contract
- B. Early retirement
- **C. Death**
- D. Relocation/transfer

**Answer: C**

#### NEW QUESTION # 61

What is the metrics pack that is the foundation of Workforce Analytics implementations?  
Please choose the correct answer.

- A. Payroll and Benefits
- B. Recruiting
- C. Finance Management
- **D. Core Workforce and Mobility**

**Answer: D**

### NEW QUESTION # 62

What is the forecasting step?

Please choose the correct answer

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

**Answer: D**

### NEW QUESTION # 63

Based on SAP Success Factors data standards, what event is included in the standard External Hires measure?

Please choose the correct answer.

- A. Workers paid by a third party
- **B. University graduate recruitment**
- C. Acquisitions
- D. Reclassification of job role

**Answer: B**

### NEW QUESTION # 64

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