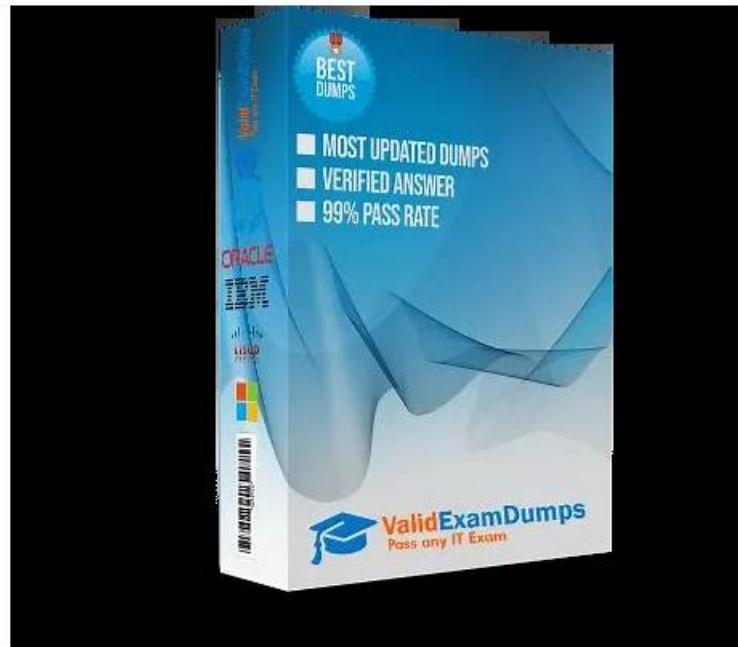


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SAP C-THR89-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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.
Topic 4	<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 5	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q69-Q74):

NEW QUESTION # 69

What problems tend to occur when an organization has NOT established data standards? There are 2 correct answers to this question.

- A. Users are unable to share the data results
- B. Users CANNOT provide reports to this regular schedule
- C. Users misinterpret the data results
- D. Users misunderstand the data calculations

Answer: C,D

NEW QUESTION # 70

Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March? There are 3 correct answers to this question.

- A. An employee hired on February 14
- B. An employee terminated on March 20
- C. An employee terminated on February 28
- D. An employee terminated on March 31
- E. An employee hired on April 1

Answer: B,D,E

NEW QUESTION # 71

What does the Settings section of a WFP role configure?

Please choose the correct answer

- A. Defines the tools and level of access available to the user
- B. Restricts access to measures from the measures contents menu and all tools on site
- C. Displays the number of users assigned to the role

- D. Defines the WFP Start Page

Answer: D

NEW QUESTION # 72

Which information is included in a discrepancy report?

There are 3 correct answers to this question.

- A. The number of employees a customer expects but SAP SuccessFactors does NOT
- B. The total number of employees for an organization
- C. The number of employees SAP SuccessFactors expects but the customer does NOT
- D. A list of employee names that SAP SuccessFactors and the customer both expect
- E. Comments as to why an employee is in one count but NOT the other

Answer: A,C,E

NEW QUESTION # 73

While reviewing the Metric Pack and Specification documents, your customer identifies the need for a different formula for standard measures used in benchmarking.

Following the standard implementation approach outlined in the statement of work, what do you tell the customer?

There are 2 correct answers to this question.

- A. The standard measure that is benchmarked can be changed
- B. The standard Measure that is benchmarked CANNOT be changed
- C. A measure override is required to change the formula
- D. A change order is required to add a new custom measure

Answer: A,C

NEW QUESTION # 74

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