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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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.

Topic 4	• 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 5	• 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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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q38-Q43):

NEW QUESTION # 38

What does the Settings section of a WFP role configure?

Please choose the correct answer

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

Answer: A

NEW QUESTION # 39

Which of the following are characteristics of a strategic plan in Workforce Planning?

There are 3 correct answers to this question.

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

Answer: A,C,D

NEW QUESTION # 40

How do you create a custom query that allows a user to filter the structure when viewing the query? There are 2 correct answers to this question.

- A. Add Selectable Structure to the query
- B. Select All Descendants as a qualifier of the specific structure
- C. Check the Use Selectable Structural Context button
- D. Add Selectable Filter to the query

Answer: A,D

NEW QUESTION # 41

Which of the following is a valid input measure? Please choose the correct answer.

- A. Average Workforce Tenure
- **B. Hires**
- C. Termination Rate
- D. Net Hire Ratio

Answer: B

NEW QUESTION # 42

Which of the following security items are NOT currently transitioned into SAP Success Factors Workforce Analytics with SAP Success Factors role-based permissions roles? There are 3 correct answers to this question.

- **A. Select a start page**
- **B. Measure classifications**
- **C. Reporting positions**
- D. Dimension restrictions
- E. Measure restrictions

Answer: A,B,C

NEW QUESTION # 43

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