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SAP C-THR89-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q111-Q116):

NEW QUESTION # 111

Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- A. Desired Rating
- B. Importance
- C. Current Rating
- D. Demand
- E. Supply

Answer: A,B,C

NEW QUESTION # 112

Which of the following are NOT found on the Extract Tables tab of the Specification Document? Please choose the correct answer.

- A. Extract type
- B. Mapping level
- C. Frequency
- D. Table name

Answer: B

NEW QUESTION # 113

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

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

Answer: A

NEW QUESTION # 114

In headcount planning, who can create the plan template?

Please choose the correct answer.

- A. Headcount Admin
- B. Headcount Participant
- C. Headcount Approver
- D. Headcount User

Answer: A

NEW QUESTION # 115

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- A. Voluntary terminations
- B. Acquisitions
- C. Involuntary terminations
- D. Retirements
- E. External supply

Answer: A,D,E

NEW QUESTION # 116

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