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SAP C_THR89_2505 Exam Syllabus Topics:

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

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q68-Q73):

NEW QUESTION # 68

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

Answer: A,C,D

NEW QUESTION # 69

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

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

Answer: B

NEW QUESTION # 70

What is the forecasting step?

Please choose the correct answer

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

Answer: C

NEW QUESTION # 71

What is Strategic Framework? Please choose the correct answer.

- A. Defines a matrix that will map the likelihood of an event occurring against the impact that the event will have if it occurs
- B. Plans tactics to address the gaps identified in the workforce plan
- C. Links the company's critical job roles to standard occupational groups

- D. Defines the qualitative skills that the business sees as being important to business success for each job role

Answer: B

NEW QUESTION # 72

Which analytics options do NOT apply to all measures in the Core Workforce and Mobility metrics pack?

There are 2 correct answers to this question.

- A. Recruitment Source
- B. Employment Level
- C. Separation Reason
- D. Managerial /Non-Managerial

Answer: A,C

NEW QUESTION # 73

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