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

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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>• 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.</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>• 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q60-Q65):

### NEW QUESTION # 60

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

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

**Answer: C**

### NEW QUESTION # 61

What does the Tree Security section of a WFA role configure?

Please choose the correct answer.

- A. Defines exactly which data a user in this role will have access to
- B. Defines the tools and dimensions available to the user
- C. Restricts access to measures from the measures contents menu and all tools
- D. Defines the Start Page and any menu restrictions

**Answer: A**

### NEW QUESTION # 62

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

There are 2 correct answers to this question.

- A. Transfer
- B. Other Movement
- C. Internal Movement
- D. Promotion

**Answer: A,D**

### NEW QUESTION # 63

Why might an organizational unit fall into the Unallocated category?  
There are 2 correct answers to this question.

- A. The organizational unit has been identified
- B. The organizational unit is linked to an active parent in the structure
- C. The organizational unit is NOT found in the customer's source table
- D. The organizational unit is inactive

Answer: C,D

### NEW QUESTION # 64

Which of the following are valid types of dimensions? There are 3 correct answers to this question.

- A. Input
- B. Structural
- C. Analysis
- D. Result
- E. Time

Answer: B,C,E

### NEW QUESTION # 65

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