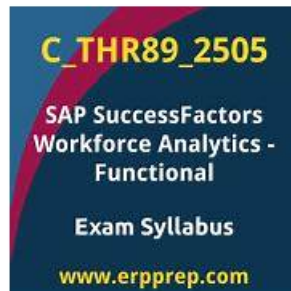


# C-THR89-2505 Test Questions - How to Prepare for SAP C-THR89-2505: SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional



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## SAP C-THR89-2505 Exam Syllabus Topics:

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

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### SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q84-Q89):

#### NEW QUESTION # 84

In which tool do you relabel a WFA on SAP HANA dimension name? Please choose the correct answer.

- A. Admin > Measure Override
- B. Admin Tools > Manage Workforce Analytics
- C. Admin Tools > Dimension Editor
- **D. Admin > Dimension Override**

**Answer: D**

#### NEW QUESTION # 85

Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach? Please choose the correct answer.

- **A. Use a combination of logic and code mapping to display null values as NOT Reported**
- B. Use a combination of logic and code mapping to display null values as Unallocated
- C. Create a Level 1 node that groups data into two categories US and non-US
- D. Logic is not required, null values are automatically reported as Unallocated

**Answer: A**

#### NEW QUESTION # 86

Which topics are included in the introduction section of the Data Questionnaire?  
There are 2 correct answers to this question

- **A. Reporting periods**
- B. Hires and rehires
- C. FTE
- **D. Years of history**

**Answer: A,D**

### NEW QUESTION # 87

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. External supply
- C. Retirements
- D. Involuntary terminations
- E. Acquisitions

Answer: A,B,C

### NEW QUESTION # 88

What is Strategic Framework? Please choose the correct answer.

- A. Links the company's critical job roles to standard occupational groups
- B. Defines a matrix that will map the likelihood of a event occurring against the impact that the event will have if L-' it occurs
- C. Plans tactics to address the gaps identified in the workforce plan
- D. Defines the qualitative skills that the business sees as being important to business success for each job role

Answer: C

### NEW QUESTION # 89

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