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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 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>

## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q72-Q77):

### NEW QUESTION # 72

Which tool is used to search for any parts of the report template definition that may not match the configuration of the target instance?

Please choose the correct answer

- A. Data Capture
- B. Role & User Validation
- C. Site Statistics
- **D. Report Validation**

**Answer: D**

### NEW QUESTION # 73

What is Strategic Analysis 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 tie financial metrics to the results to model the impact
- C. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- D. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities

**Answer: A**

### NEW QUESTION # 74

A role has 2 out of 6 report menus enabled. However, the users assigned to that role can see all 6 report menus. Why can the users see all 6 report menus?

There are 2 correct answers to this question.

- A. The role has the View All Menus permission enabled
- **B. The administrator shared a report in the other 4 report menus with the users**
- C. The role ID is Report Admin
- **D. The role has the View All Menus permission enabled**

**Answer: B,D**

### NEW QUESTION # 75

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

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

**Answer: A**

#### NEW QUESTION # 76

Under which measure category can you find the Internal Hires measure? Please choose the correct answer.

- A. Workforce Mobility
- B. Workforce Productivity
- C. Compensation and Benefits
- D. Workforce Profile

**Answer: A**

#### NEW QUESTION # 77

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