

# Exam C\_THR89\_2505 Success, Valid C\_THR89\_2505 Exam Review



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Workforce Analytics Fundamentals and Navigation: This part tests the knowledge of a Workforce Data Analyst and includes understanding the basic concepts of workforce analytics, navigating the system interface, and utilizing available tools to access workforce information.</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>• <b>Workforce Analytics Implementation Methodology:</b> 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>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Data Questionnaire and Data Standards:</b> 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>

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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q48-Q53):

### NEW QUESTION # 48

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

**Answer: A,D**

### NEW QUESTION # 49

While reviewing the Metric Pack and Specification documents, your customer identifies the need for a different formula for standard measures used in benchmarking.  
Following the standard implementation approach outlined in the statement of work, what do you tell the customer?  
There are 2 correct answers to this question.

- A. The standard Measure that is benchmarked CANNOT be changed
- B. A change order is required to add a new custom measure
- **C. The standard measure that is benchmarked can be changed**
- **D. A measure override is required to change the formula**

**Answer: C,D**

### NEW QUESTION # 50

Which item is associated with the Person Data section of the Data Questionnaire?  
Please choose the correct answer.

- A. Job functions
- B. Employment status
- C. Grade/bands
- **D. Gender**

**Answer: D**

#### NEW QUESTION # 51

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

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

**Answer: D**

#### NEW QUESTION # 52

Which action / functional permission controls the ability to perform report transfers? Please choose the correct answer.

- A. Report Distributor
- B. Report - Canvas Designer Admin
- **C. Report Transfer**
- D. Detailed Reporting

**Answer: C**

#### NEW QUESTION # 53

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