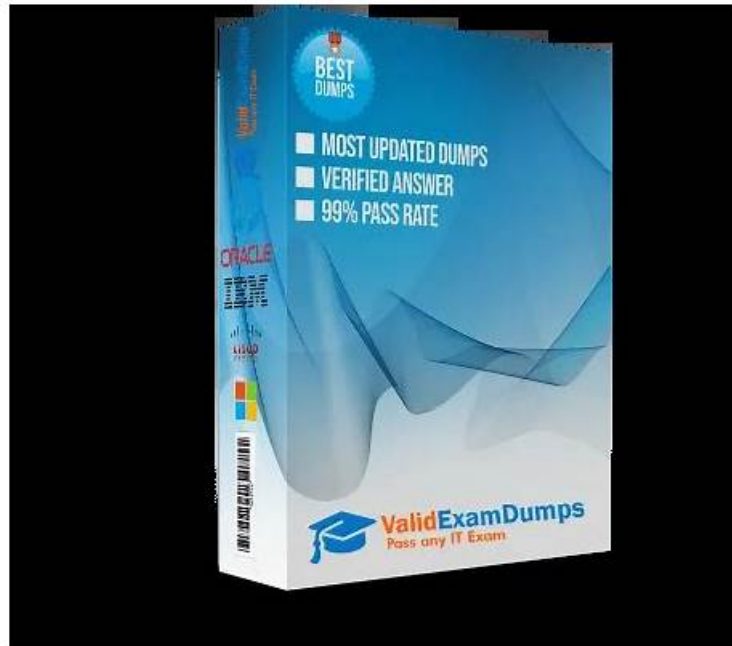


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## SAP C\_THR89\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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>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>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 5	<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>
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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q122-Q127):

### NEW QUESTION # 122

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. Site Statistics
- C. Role & User Validation
- **D. Report Validation**

**Answer: D**

### NEW QUESTION # 123

How can you edit demand values in a demand table? There are 3 correct answers to this question.

- **A. Adjust values by a fixed amount**
- **B. Adjust values by applying a percentage change**
- C. Apply a demand model
- **D. Overwrite values**
- E. Adjust values by applying an average

**Answer: A,B,D**

### NEW QUESTION # 124

Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- **A. Desired Rating**
- **B. Current Rating**
- C. Demand
- **D. Importance**
- E. Supply

**Answer: A,B,D**

### NEW QUESTION # 125

What dimension is an example of a common structure dimension category?  
Please choose the correct answer.

- A. Location
- B. Job Family
- C. Grade/ Band
- D. Employment Level

**Answer: A**

### NEW QUESTION # 126

A customer's data questionnaire identifies the ethnic background source table as PA0077, and the source column as RACKY, and includes a list of 10 codes and mapped tables in the Notes/Example Column. How do you input this information into the specification template? There are 2 correct answers to this question.

- A. Include the 10 codes in the source column of the Analysis Options tab
- B. Include the 10 codes in the Ethnic Background table of the Code Mapping tab
- C. Include PA0077 RACKY in the source of the Hierarchy Options tab
- D. Include PA0077 RACKY in the source of the Analysis Options tab

**Answer: B,D**

### NEW QUESTION # 127

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