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SuccessFactors Workforce Analytics - Functional Test Papers

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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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.
Topic 3	<ul style="list-style-type: none">• 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.
Topic 4	<ul style="list-style-type: none">• 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.
Topic 5	<ul style="list-style-type: none">• 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.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q77-Q82):

NEW QUESTION # 77

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. Supply
- D. Importance
- E. Demand

Answer: A,B,D

NEW QUESTION # 78

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

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

Answer: B

NEW QUESTION # 79

Which items are NOT included in the standard FTE measure?
There are 2 correct answers to this question.

- A. Fixed-term contract employees paid through payroll
- **B. Workers paid by third party**
- C. Interns
- **D. Overtime**

Answer: B,D

NEW QUESTION # 80

When you create a new Workforce Planning strategic forecast, which optional metrics can you include? There are 2 correct answers to this question.

- **A. Hire Rate**
- B. Termination Rate
- C. Headcount
- **D. Movements in Rate**

Answer: A,D

NEW QUESTION # 81

Which dimension type does Tree security apply to? Please choose the correct answer.

- A. Analysis
- **B. Structural**
- C. Time

Answer: B

NEW QUESTION # 82

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