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Option B : Parent ID
Option C : PERSONID
Option D : Level X ID

Correct Answer: A

QUESTION: 5

Why might an organizational unit fall into the Unallocated category?
There are 2 correct answers to this question.

Option A : The organizational unit is NOT found in the customer's source table
Option B : The organizational unit has been identified
Option C : The organizational unit is inactive
Option D : The organizational unit is linked to an active parent in the structure

Correct Answer: A,C

QUESTION: 6

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.

Option A : Managerial /Non-Managerial
Option B : Employment Level
Option C : Recruitment Source
Option D : Separation Reason

Correct Answer: C,D

QUESTION: 7

What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.

Option A : The inactive organizational units will still appear in the structure
Option B : The data for a previous time period can be viewed in relation to reporting relationships at that time
Option C : The structure is not suitable for trending purposes
Option D : The number of employees in the Unallocated category increases over time

Correct Answer: C,D

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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.

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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q106-Q111):

NEW QUESTION # 106

What does the Settings section of a WFP role configure?

Please choose the correct answer

- A. Defines the WFP Start Page
- B. Defines the tools and level of access available to the user
- C. Restricts access to measures from the measures contents menu and all tools on site
- D. Displays the number of users assigned to the role

Answer: A

NEW QUESTION # 107

What view provides the calculation used to derive a result measure?

Please choose the correct answer.

- A. Result Table view
- B. It Benchmark view
- C. Result Input view
- D. Result Analytics view

Answer: C

NEW QUESTION # 108

When you build a strategic forecast, what values populate the demand values for the scenarios in the demand table? Please choose the correct answer.

- A. Starting headcount increased for the historical external hire rate
- B. Demand model values associated with the scenario

- C. Starting headcount for the workforce breakdown
- **D. All values are set to zero**

Answer: D

NEW QUESTION # 109

If you do not enable summation level editing, where can the changes be made?
Please choose the correct answer.

- A. The second level of the forecast structure
- **B. Only at the lowest level of the forecast structure**
- C. Only the top level and lowest levels of the forecast structure
- D. Any level of the forecast structure

Answer: B

NEW QUESTION # 110

What task is completed during the Explore phase of the project?
Please choose the correct answer.

- A. Copy to Production
- B. Data Questionnaire
- **C. Data Transfer**
- D. Staging & Verification

Answer: C

NEW QUESTION # 111

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