

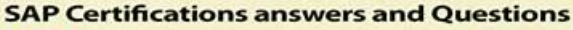



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SAP C-THR89-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Workforce Analytics Reporting: SAP consultants gain expertise in creating tailored reports to address specific business needs. The topic also delves into effective data visualization techniques and configuring automated report generation and distribution. These skills empower consultants to deliver compelling and informative workforce reports for stakeholders.
Topic 2	<ul style="list-style-type: none">Administering Workforce Analytics: SAP consultants delve into configuring user roles and permissions for secure and effective system use. This topic covers setting data quality standards and ensuring compliance, while emphasizing the integration of Workforce Analytics with other SAP SuccessFactors modules to deliver actionable insights. Mastery of these concepts enhances the consultant's ability to manage workforce data effectively.
Topic 3	<ul style="list-style-type: none">Core Workforce and Mobility Specification Document: This topic highlights the role of specification documents in successful project planning. SAP consultants explore the key elements of a workforce mobility specification document and learn how to align these documents with business objectives during implementation. This ensures consistency and clarity in workforce mobility planning.
Topic 4	<ul style="list-style-type: none">Managing Clean Core: This topic helps SAP consultants understand the importance of maintaining a clean core in SAP SuccessFactors for improved efficiency and seamless updates. It explores how minimizing customizations and leveraging standard functionalities ensure system stability. Additionally, strategies for preserving a clean core provide practical insights into achieving sustainable system performance.

Topic 5	<ul style="list-style-type: none"> Workforce Analytics Implementation Methodology: This topic offers a comprehensive overview of the SAP Activate methodology for implementation, focusing on key phases and steps. SAP consultants learn to identify and engage stakeholders effectively while fostering user adoption of new tools. These methodologies ensure smooth implementation and acceptance of Workforce Analytics solutions.
Topic 6	<ul style="list-style-type: none"> Workforce Analytics Fundamentals and Navigation: This topic guides SAP consultants in navigating the Workforce Analytics dashboard, exploring key features, and understanding critical workforce metrics. Emphasis is placed on accessing documentation and support resources to streamline troubleshooting processes. These skills are essential for consultants to manage and interpret data within Workforce Analytics.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics and Planning Sample Questions (Q124-Q129):

NEW QUESTION # 124

How do you make the following change to a query in the Query Workspace tool (see screenshot)?

		Operating Profit per FTE
Asia Pacific	Corporate	\$132,045
	Energy and Utilities	\$146,359
Europe	Corporate	\$254,041
	Energy and Utilities	\$220,463
North America	Corporate	\$496,258
	Energy and utilities	\$171,566
	Government	\$24,540
	Healthcare	\$74,747
	Retail	\$299,006
Healthcare	North America	\$74,747
Retail	North America	\$299,006

Government	North America	\$24,540
Healthcare	North America	\$74,747
Retail	North America	\$299,006

- A. Move the Location dimension up in the Rows list.
- B. Move the Location dimension down in the Rows list.
- **C. Set Location as the Major grouping.**
- D. Set Location as the Minor grouping.

Answer: C

NEW QUESTION # 125

Which of the following are NOT found on the Extract Tables tab of the Specification Document?

Please choose the correct answer.

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

Answer: C

NEW QUESTION # 126

When performing a bulk user load, how does the tool handle the case where a user account already exists and details of that account are different to that entered within the upload file?

Please choose the correct answer.

- A. The account is disabled and an error is raised
- B. The account always remains unchanged
- C. The account is always updated with the new information
- **D. An option exists to decide if the user account remains unchanged**

Answer: D

NEW QUESTION # 127

Which items are NOT included in the standard FTE measure?

Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 128

When you select the Report By filter, what type of dimension category is used to segment data?

- A. Time
- B. Tenure
- C. Employment
- **D. Structural**

Answer: D

NEW QUESTION # 129

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