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SAP C-THR89-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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 4	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.
Topic 5	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 6	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics and Planning Sample Questions (Q50-Q55):

NEW QUESTION # 50

Why would you recommend to your customer to use dynamic sourcing of description for an analysis option?
There are 2 correct answers to this question.

- A. Dynamic sourcing allows customers to pick and choose which description names to use
- B. Dynamic sourcing updates the descriptions when changed in the core system
- C. Dynamic sourcing enables the use of benchmarked data
- D. Dynamic sourcing updates underlying code values

Answer: B,D

NEW QUESTION # 51

Which of the following values are associated with the standard Employment Type analysis option? There are 2 correct answers to this question.

- A. Part Time
- B. Full Time

- C. Paid Leave
- D. Terminated

Answer: A,B

NEW QUESTION # 52

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?

Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 53

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

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

Answer: C

NEW QUESTION # 54

You need to include benchmark data in a custom report created in Report Center that looks like the screenshot below. What component group do you use to create this image?



- A. Image
- B. Chart
- C. Gauge
- D. Data Source

Answer: C

NEW QUESTION # 55

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