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## SAP C-THR89-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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 4	<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>

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## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q98-Q103):

### NEW QUESTION # 98

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

**Answer: D**

### NEW QUESTION # 99

Which of the following measures can be enabled when configuring Business Factors in the Forecast?  
There are 3 correct answers to this question.

- **A. Vacancies**
- B. Transfer Out Rate
- C. Promotion Rate
- **D. Hire Rate**
- **E. Movements Out Rate**

**Answer: A,D,E**

### NEW QUESTION # 100

Which document defines the SAP Success Factors data transformation process? Please choose the correct answer

- A. Data Questionnaire
- B. Project Management Summary
- C. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- **D. Specification Document**

**Answer: D**

### NEW QUESTION # 101

Which comparison options can be turned on for a line chart in Investigate? There are 2 correct answers to this question.

- A. Trend Line
- B. Target Line
- C. Benchmark Line
- D. Forecast Line

Answer: A,D

### NEW QUESTION # 102

What time dimension is NOT available in SAP SuccessFactors Workforce Analytics to analyze data?  
Please choose the correct answer.

- A. Monthly
- B. Quarterly
- C. Bi-weekly
- D. Yearly

Answer: C

### NEW QUESTION # 103

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