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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	• Data Questionnaire and Data Standards: The topic provides SAP consultants with best practices for designing data questionnaires that collect meaningful insights. It also focuses on maintaining data consistency in reporting and interpreting collected data for decision-making. These competencies enable consultants to drive informed workforce strategies with reliable data.
Topic 3	• 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 4	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Workforce Analytics and Planning Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization Please choose the correct answer.

- **A. Change Job and Compensation Information**
- B. Terminate/Retire
- C. pot Bonus
- D. Employment Details

Answer: A

NEW QUESTION # 55

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

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

Answer: B

NEW QUESTION # 56

How do you configure a Recruiting label to be grouped in the Talent Management label as displayed in the screenshot?

1505- Recruiting-Source Report

Talent Management/Recruiting

Note: There are 2 correct answers to this question.

- A. Edit the Talent Management label in Manage Labels.
- B. Set "Nest Label in" to Recruiting.
- **C. Edit the Recruiting label in Manage Labels.**
- **D. Set "Nest Label in" to Talent Management.**

Answer: C,D

NEW QUESTION # 57

Based on SAP Success Factors data standards, what Employment Status analysis option value is considered active?
Please choose the correct answer.

- A. Retired with Pay
- B. Short Work Break
- **C. Paid Leave**
- D. Retired - Pension Administration

Answer: C

NEW QUESTION # 58

You have a customer who wants to change the display name of the dynamically sourced dimension Organization Tenure. They want it to display as Company Tenure.
What tool do you use to update the label for the dimension?

- A. WFA on HANA Admin
- B. Dimension Editor
- **C. Text Replacement**
- D. Dimension Override

Answer: C

NEW QUESTION # 59

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