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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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.
Topic 3	<ul style="list-style-type: none">• 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.
Topic 4	<ul style="list-style-type: none">• 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 5	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q61-Q66):

NEW QUESTION # 61

What is Strategic Analysis step?

Please choose the correct answer.

- A. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- B. You tie financial metrics to the results to model the impact
- C. You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- **D. You analyze the business strategy and external environment to anticipate the future state of the business**

Answer: D

NEW QUESTION # 62

Which of the following are key features of Workforce Planning?

There are 3 correct answers to this question.

- **A. Best Practice Strategy Bank**
- **B. Risk Analysis**
- C. Ad-hoc reports
- D. Spotlight Views
- **E. Forecasting**

Answer: A,B,E

NEW QUESTION # 63

Which item is associated with the Person Data section of the Data Questionnaire?

Please choose the correct answer.

- **A. Gender**
- B. Grade/bands
- C. Job functions
- D. Employment status

Answer: A

NEW QUESTION # 64

What value is used as a basis to calculate FTE, according to SAP SuccessFactors best practice?
Please choose the correct answer.

- A. The number of hours an employee is expected to work
- B. The headcount value of an employee
- C. The actual number of hours an employee works
- **D. The actual average number of hours an employee works**

Answer: D

NEW QUESTION # 65

Which step of the Workforce Planning strategic plan provides the gap calculation?
Please choose the correct answer.

- A. Strategic Analysis
- B. Strategic, Impact & Cost Modeling
- **C. Forecasting**
- D. Action & Accountability

Answer: C

NEW QUESTION # 66

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