

C_THR89_2505學習指南 - C_THR89_2505考題

C_THR89_2405

Option B : Parent ID
Option C : PERSON_ID
Option D : Level X ID

Correct Answer: A

QUESTION: 5
Why might an organizational unit fall into the Unallocated category?
There are 2 correct answers to this question.
Option A : The organizational unit is NOT found in the customer's source table
Option B : The organizational unit has been identified
Option C : The organizational unit is inactive
Option D : The organizational unit is linked to an active parent in the structure
Correct Answer: A,C

QUESTION: 6
Which analytics options do NOT apply to all measures in the Core Workforce and Mobility metrics pack?
There are 2 correct answers to this question.
Option A : Managerial /Non-Managerial
Option B : Employment Level
Option C : Recruitment Source
Option D : Separation Reason
Correct Answer: C,D

QUESTION: 7
What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.
Option A : The inactive organizational units will still appear in the structure
Option B : The data for a previous time period can be viewed in relation to reporting relationships at that time
Option C : The structure is not suitable for trending purposes
Option D : The number of employees in the Unallocated category increases over time
Correct Answer: C,D

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SAP C_THR89_2505 考試大綱：

主題	簡介
主題 1	• 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.
主題 2	• 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.
主題 3	• 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.
主題 4	• 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.
主題 5	• 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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問題 #17

Which of the following are key features of Workforce Planning?

There are 3 correct answers to this question.

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

答案：A,B,D

問題 #18

What customer role is the primary resource for understanding the business rules and data structures of an organization?

- A. Executive sponsor
- B. IT resource

- C. Project manager
- D. Functional Specialist

答案： A

問題 #19

What do you select first when building a new custom query? Please choose the correct answer.

- A. Analysis Option
- B. Measure
- C. Time Period
- D. Hierarchy

答案： B

問題 #20

You want to build a custom grouping for a dimension that creates a single total from selected nodes. What options within Query Workspace allows you to do this? Please choose the correct answer.

- A. Custom Members
- B. Custom Calculations
- C. New Query
- D. Custom Sets

答案： A

問題 #21

In Query Workspace, which of the following are characteristics of a custom measure?
There are 2 correct answers to this question.

- A. They are custom calculated values
- B. They are only available to the user who created them
- C. They are custom raw values
- D. They can be made public for use by other users

答案： A,D

問題 #22

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