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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	• 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.
Topic 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.
Topic 3	• 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.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q11-Q16):

NEW QUESTION # 11

When exporting an entire page of information from a standard measures page what file format CANNOT be used? Please choose the correct answer.

- A. Microsoft Word
- B. Adobe PDF
- C. Microsoft Excel
- D. Microsoft PowerPoint

Answer: C

NEW QUESTION # 12

You create a forecast for North America that includes four child nodes: Mid West, North East, South, and West. When you access the demand model, you CANNOT edit the North America values (see screenshot).

You verify that you have Workforce Planning Admin permission. What must you do to allow editing of the North America demand values?

- A. Configure your account with Edit Demand permission.
- B. Rebuild the forecast, selecting the North America node on the Set Structure tab.
- C. Enable Summation Level Editing.
- D. Configure your account with Edit Custom Demand permission.

Answer: C

NEW QUESTION # 13

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

There are 2 correct answers to this question.

- A. Other Movement
- B. Transfer
- C. Promotion
- D. Internal Movement

Answer: B,C

NEW QUESTION # 14

Which are valid ways a report can be directly accessed? There are 3 correct answers to this question

- A. Via a link on the home page
- B. Via the Admin Tools
- C. Via the Online Report Designer workspace
- D. Via Report Center
- E. Via the publishing tab

Answer: A,C,D

NEW QUESTION # 15

What is the forecasting step?

Please choose the correct answer

- A. You tie financial metrics to the results to model the impact
- B. You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
- 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: B

NEW QUESTION # 16

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