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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>• 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.</li></ul>

Topic 3	<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 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>

## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q31-Q36):

### NEW QUESTION # 31

You are trying to delete a role, but receive an error. What is preventing you from deleting this role?  
Please choose the correct answer.

- A. The role still has users attached to it
- B. The role has measure restrictions
- C. A role CANNOT be deleted once it is created
- D. Reports are shared with the role

**Answer: A**

### NEW QUESTION # 32

Why might an organizational unit fall into the Unallocated category?  
There are 2 correct answers to this question.

- A. The organizational unit is linked to an active parent in the structure
- B. The organizational unit has been identified
- C. The organizational unit is inactive
- D. The organizational unit is NOT found in the customer's source table

**Answer: C,D**

### NEW QUESTION # 33

What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.

- A. The data for a previous time period can be viewed in relation to reporting relationships at that time
- B. The structure is not suitable for trending purposes
- C. The number of employees in the Unallocated category increases over time
- D. The inactive organizational units will still appear in the structure

**Answer: B,C**

### NEW QUESTION # 34

Which of the following actions / functional permissions control the ability to see the User Maintenance option from the Administration menu?

Please choose the correct answer.

- A. Edit Users
- B. Workforce Planning
- C. Edit User Roles
- D. Workforce Planning Admin

**Answer: A**

### NEW QUESTION # 35

Which of the following are characteristics of a strategic plan in Workforce Planning?

There are 3 correct answers to this question.

- A. Based on scenarios
- B. Focuses on critical roles
- C. Focuses on filling vacancies today
- D. Projects a highly accurate full-time equivalent (FTE) count
- E. Timeframe is 3 or more years

**Answer: A,B,E**

### NEW QUESTION # 36

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