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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">• 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 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.
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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q36-Q41):

NEW QUESTION # 36

Why would you use tree security?

There are 3 correct answers to this question.

- A. To reset a user's password
- B. To define users assigned to a role
- C. To select nodes within a structural dimension
- D. To define multiple security pathways
- E. To apply restrictions to a role or user

Answer: B,D,E

NEW QUESTION # 37

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

There are 3 correct answers to this question.

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

Answer: A,C,E

NEW QUESTION # 38

What is the forecasting step?

Please choose the correct answer

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

Answer: B

NEW QUESTION # 39

Which type of dimension is used by the filter "Report By"? Please choose the correct answer.

- A. Result
- B. Structural
- C. Time
- D. Analysis

Answer: B

NEW QUESTION # 40

As an SAP Success Factors standard, how many hierarchy dimensions are included in the statement of work for an implementation? Please choose the correct answer.

- A. 0
- B. 1
- **C. 2**
- D. 3

Answer: C

NEW QUESTION # 41

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