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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 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>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q47-Q52):

### NEW QUESTION # 47

Which document defines the SAP Success Factors data transformation process? Please choose the correct answer

- A. Data Questionnaire
- B. Specification Document
- C. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- D. Project Management Summary

**Answer: B**

### NEW QUESTION # 48

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

- A. Project manager
- B. Executive sponsor
- C. IT resource
- D. Functional Specialist

**Answer: B**

### NEW QUESTION # 49

Which items are NOT included in the standard FTE measure?

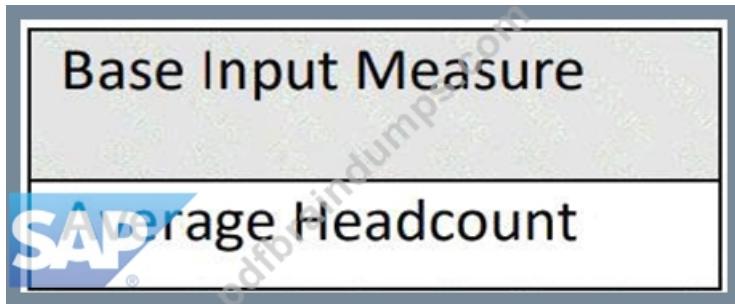
There are 2 correct answers to this question.

- A. Overtime
- B. Fixed-term contract employees paid through payroll
- C. Workers paid by third party
- D. Interns

**Answer: A,C**

### NEW QUESTION # 50

What does the inverted triangle symbol next to the measure name in the Metrics Pack document, and the Specification document indicate?



- A. Restricted Input
- B. Drill to Detail is enabled
- C. Standard measure used for benchmarking
- D. Regional terminology/variation can be applied

**Answer: A**

### NEW QUESTION # 51

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 apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies
- C. You analyze the business strategy and external environment to anticipate the future state of the business
- D. You tie financial metrics to the results to model the impact

**Answer: C**

### NEW QUESTION # 52

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