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SAP C THR89 2505 Exam Syllabus Topics:

| Topic 1 | Details | | | |
|---------|--|--|--|--|
| | 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. | | | |
| Торіс 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 | 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 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. |
|---------|---|
| Topic 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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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q67-Q72):

NEW QUESTION #67

What value is used as a basis to calculate FTE, according to SAP SuccessFactors best practice? Please choose the correct answer.

- A. The headcount value of an employee
- B. The number of hours an employee is expected to work
- C. The actual number of hours an employee works
- D. The actual average number of hours an employee works

Answer: D

NEW QUESTION #68

What field needs to be configured to enable the usage of the employee Quickcard in the Drill to Detail output of WFA on SAP HANA? Please choose the correct answer.

- A. USERS SYS ID
- B. Parent ID
- C. PERSONJD
- D. Level X ID

Answer: A

NEW QUESTION #69

Based on SAP SuccessFactors standard processes, if an employee termination on January 31, what measures would they be counted toward?

There are 2 correct answers to this question.

- A. January Average Headcount
- B. January Termination Rate
- C. January End of Period Headcoun
- D. January Staffing Rate

Answer: A,B

NEW QUESTION #70

What action is NOT included in the Realize phase of a Workforce Analytics implementation? Please choose the correct answer.

- A. Site navigation training
- B. Production site publication
- C. User acceptance testing
- D. Beta site publication

Answer: B

NEW QUESTION #71

Which step of the Workforce Planning strategic plan provides the gap calculation? Please choose the correct answer.

- A. Strategic, Impact & Cost Modeling
- B. Strategic Analysis
- C. Forecasting
- D. Action & Accountability

Answer: C

NEW QUESTION #72

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