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SAP C_THR89_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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.

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q57-Q62):

NEW QUESTION # 57

What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP?

Please choose the correct answer.

- A. WFAP Project Management Summary Template
- B. Configuration Workbook- Initial WFA/WFP Workforce and Mobility (WFM) Implementation
- **C. Core Workforce and Mobility Metrics Pack Documentation**
- D. SAP SuccessFactors WFAP SAP Technical Tasks and Effort

Answer: C

NEW QUESTION # 58

Based on SAP SuccessFactors data standards, what employment status analysis option value is considered active?

- A. Retired with pay
- B. Retired - pension administration
- **C. Paid leave**
- D. Short word break

Answer: C

NEW QUESTION # 59

You create a new user manually within Workforce Analytics (Admin > User Maintenance) and set up the user- level tree security. What happens if the role the user is assigned to already has tree security set up? Please choose the correct answer.

- **A. The user-level security would override the role-level security**
- B. The user-level security would union with the role-level security
- C. The role-level security would override the user-level security
- D. You CANNOT update tree security on an individual user

Answer: A

NEW QUESTION # 60

Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- A. Supply
- **B. Importance**
- C. Demand
- **D. Desired Rating**
- **E. Current Rating**

Answer: B,D,E

NEW QUESTION # 61

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?

Job Family	2016 Headcount	Demand Forecast	
		To 2019	To 2021
Business Ops Profs	1195	1195	1195
Engr/Science Profs	2	2	2
Supervisors/Leaders	33	33	33
Total	1230	1230	1230

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

Answer: D

NEW QUESTION # 62

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