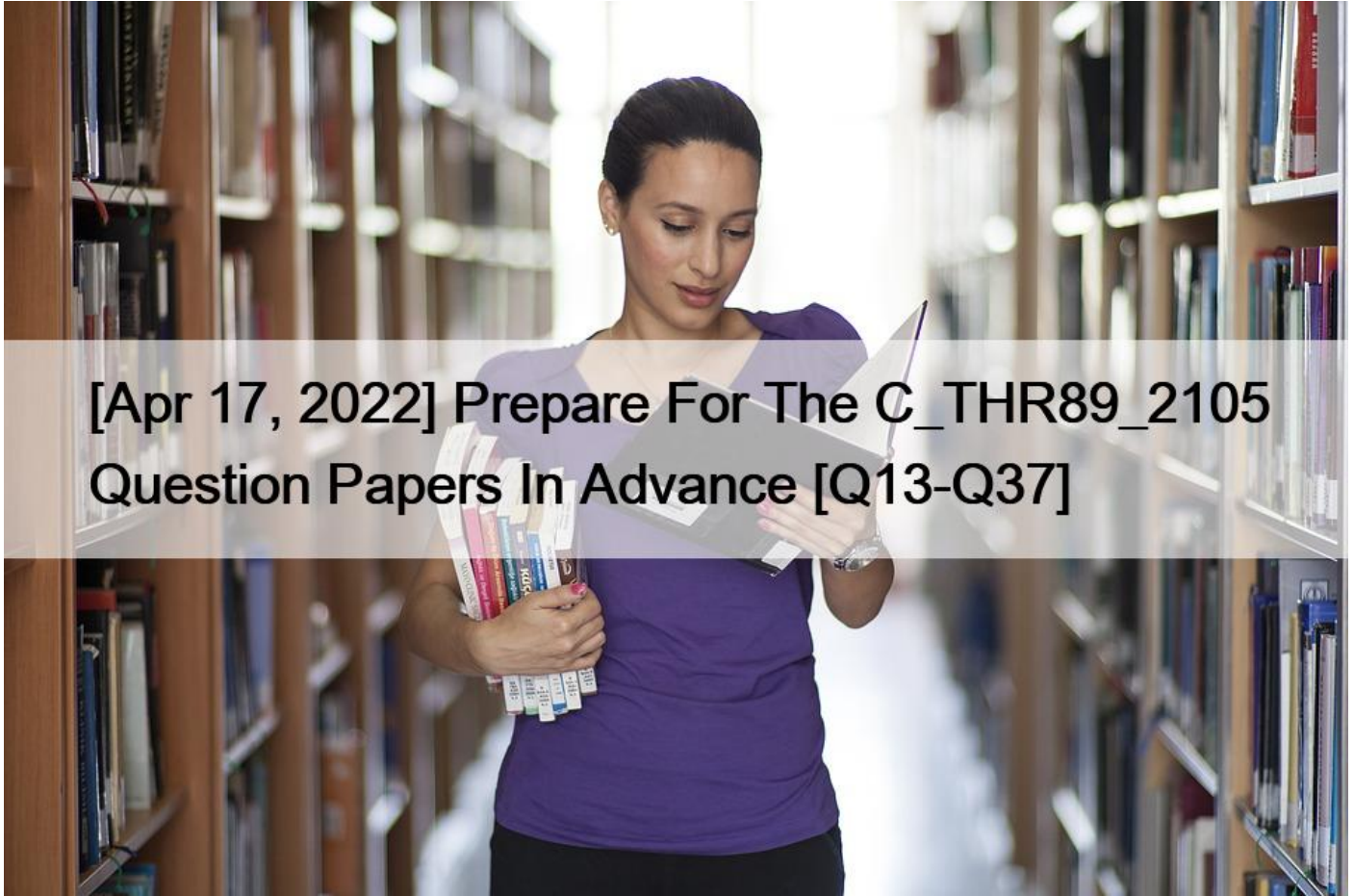


[Apr 17, 2022 Prepare For The C_THR89_2105 Question Papers In Advance [Q13-Q37]



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SAP SF Workforce Analytics and Planning Certification Exam Details:

Number of Questions 80 Level Associate Exam Price \$550 (USD) Duration 180 mins Exam Code C_THR89_2105 Sample Questions SAP SF Workforce Analytics and Planning Certification Sample Questions

SAP C_THR89_2105 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Workforce Analytics and Planning Functional Consultant 1H/2021" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Workforce Analytics and Planning application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Workforce Analytics and Planning.

NEW QUESTION 13

What is the metrics pack that is the foundation of Workforce Analytics implementations?

Please choose the correct answer.

- * Core Workforce and Mobility
- * Recruiting
- * Finance Management
- * Payroll and Benefits

NEW QUESTION 14

In Action Planning, an activity is associated with one:

Please choose the correct answer.

- * Strategy
- * Tactic
- * Priority
- * Risk

NEW QUESTION 15

Which of the following actions can be triggered by a workflow rule? There are 3 correct answers to this question.

- * Create a custom field
- * Send an e-mail
- * Update a field
- * Create a notification
- * Generate an activity

NEW QUESTION 16

Which step of the Workforce Planning strategic plan provides the gap calculation?

Please choose the correct answer.

- * Action & Accountability
- * Strategic Analysis
- * Forecasting
- * Strategic, Impact & Cost Modeling

NEW QUESTION 17

In SAP SuccessFactors role-based permissions, in what section of User Permissions do you configure SAP SuccessFactors Workforce Analytics functional and optional permissions?

Please choose the correct answer.

- * Reports permissions
- * Analytics permission
- * General user permissions
- * SAP system configuration

NEW QUESTION 18

Workforce plans will typically represent the business hierarchy or, alternatively, its geographical locations used to report on the workforce.

How does WFP identify these units?

Please choose the correct answer.

- * Dimensions
- * Forecasts
- * Capabilities
- * Structure

NEW QUESTION 19

In headcount planning, who can create the plan template?

Please choose the correct answer.

- * Headcount Admin
- * Headcount Approver
- * Headcount Participant
- * Headcount User

NEW QUESTION 20

Which are output options of the report distributor? there are 3 correct answers

- * Publish to web
- * E-mail
- * DFTP
- * Text
- * Run offline

NEW QUESTION 21

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

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

NEW QUESTION 22

Which topics are included in the introduction section of the Data Questionnaire?

There are 2 correct answers to this question

- * Reporting periods
- * Years of history
- * Hires and rehires
- * FTE

NEW QUESTION 23

Which information is included in a discrepancy report?

There are 3 correct answers to this question.

- * A list of employee names that SAP SuccessFactors and the customer both expect
- * The number of employees a customer expects but SAP SuccessFactors does NOT
- * Comments as to why an employee is in one count but NOT the other
- * The number of employees SAP SuccessFactors expects but the customer does NOT
- * The total number of employees for an organization

NEW QUESTION 24

Which of the following project requirements must be met before the project can be handed over to the Technical Consultant team?

There are 2 correct answers to this question.

- * Discrepancy reporting must be completed
- * The extract scripts have been developed and tested, if applicable for the data source
- * Beta Site is verified by the customer
- * The Specification Document quality gate has been completed

NEW QUESTION 25

Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March?

There are 3 correct answers to this question.

- * An employee terminated on February 28
- * An employee hired on February 14
- * An employee terminated on March 20
- * An employee terminated on March 31
- * An employee hired on April 1

NEW QUESTION 26

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 role CANNOT be deleted once it is created
- * The role still has users attached to it
- * Reports are shared with the role
- * The role has measure restrictions

NEW QUESTION 27

Your customer wants to know how many years of historical data they should transform. What does SAP SuccessFactors recommend?

- * Current year, plus 3 prior years of available
- * Current year, plus 2 prior years of available
- * Current year, plus 5 prior years of available

- * Current year, plus 4 prior years of available

NEW QUESTION 28

Which analytics options do NOT apply to all measures in the Core Workforce and Mobility metrics pack? There are 2 correct answers to this question.

- * Managerial /Non-Managerial
- * Employment Level
- * Recruitment Source
- * Separation Reason

NEW QUESTION 29

When exporting an entire page of information from a standard measures page what file format CANNOT be used? Please choose the correct answer.

- * Microsoft PowerPoint
- * Microsoft Word
- * Adobe PDF
- * Microsoft Excel

NEW QUESTION 30

Which of the following items are provided as part of the measure explanation for a base input measure?

There are 3 correct answers to this question.

- * Formula
- * Description
- * Measure name
- * Purpose
- * Footnotes

NEW QUESTION 31

How do you create a custom query that allows a user to filter the structure when viewing the query? There are

2 correct answers to this question.

- * Add Selectable Structure to the query
- * Select All Descendants as a qualifier of the specific structure
- * Check the Use Selectable Structural Context button
- * Add Selectable Filter to the query

NEW QUESTION 32

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- * Employment Status
- * Recruitment Source
- * Employment Type

- * Critical Job Roles

NEW QUESTION 33

What is the file format for importing Report Templates? Please choose the correct answer.

- * -XML
- * -HTML
- * -TXT
- * -CSV

NEW QUESTION 34

What time structure type includes all nodes that have been active through a period of time?

Please choose the correct answer.

- * Historical Period
- * Span of Time
- * Current Period
- * Point in Time

NEW QUESTION 35

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- * Involuntary terminations
- * Retirements
- * External supply
- * Acquisitions
- * Voluntary terminations

NEW QUESTION 36

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

- * Data Questionnaire
- * Specification Document
- * SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- * Project Management Summary

NEW QUESTION 37

In headcount planning, what is considered the baseline?

Please choose the correct answer.

- * Total planned reductions
- * Total planned positions
- * Total plan positions minus total plan reductions
- * Existing positions

SAP C_THR89_2105 Exam Syllabus Topics:

TopicDetailsTopic 1- Workforce Analytics Fundamentals and Navigation- Workforce Planning Fundamentals and NavigationTopic 2 - Describe how to create and edit custom queries and reports using WFA tool(s)- Core Workforce and Mobility Specification DocumentTopic 3- Identify the fundamental terminology used throughout WFAP- Administering Workforce Analytics and PlanningTopic 4- Workforce Analytics Planning Implementation Methodology- Workforce Analytics ReportingTopic 5- Identify the fundamental terminology used throughout WFP, and demonstrate a forecast- Data Questionaire and Data Standards

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