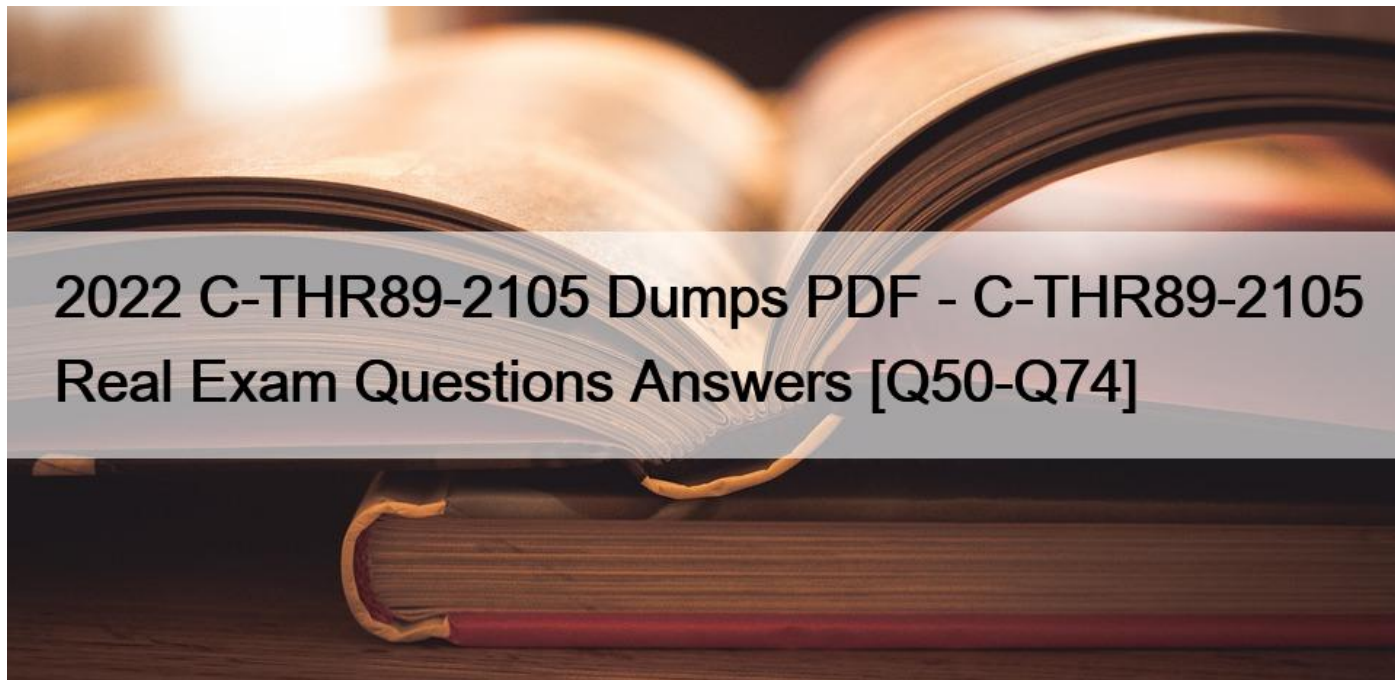


2022 C-THR89-2105 Dumps PDF - C-THR89-2105 Real Exam Questions Answers [Q50-Q74]



2022 C-THR89-2105 Dumps PDF - C-THR89-2105 Real Exam Questions Answers
Valid C-THR89-2105 Test Answers & SAP C-THR89-2105 Exam PDF

SAP C-THR89-2105 Certification Exam Topics:

Topic AreasTopic Details, Courses, Books**Workforce Planning Fundamentals and Navigation 8% - 12%**Identify the fundamental terminology used throughout WFP, and demonstrate a forecast. THR80 (SUCCESSFACTORS HCM SUITE) THR89 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. **Workforce Analytics Fundamentals and Navigation 8% - 12%**Identify the fundamental terminology used throughout WFAP, including application usage and implementation. THR80 (SUCCESSFACTORS HCM SUITE) THR89 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc. **Workforce Analytics Reporting > 12%**Describe how to create and edit custom queries and reports using WFA tool(s): Query Workspace, Investigate, and Page Designer. THR80 (SUCCESSFACTORS HCM SUITE) THR89 (SUCCESSFACTORS HCM SUITE) - Core WF Mob. Metrics Pack Doc.

SAP SF Workforce Analytics and Planning Certification Exam Details:

Schedule ExamSAP TrainingExam Price\$550 (USD)Sample QuestionsSAP SF Workforce Analytics and Planning Certification Sample QuestionsExam CodeC_THR89_2105Exam NameSAP Certified Application Associate - SAP SuccessFactors Workforce Analytics & Planning Functional Consultant 1H/2021LevelAssociate

NO.50 Yourcustomer wants to know how many years of historical data they should transform. What does SAP Success Factors

recommend?

Please choose the correct answer.

- * Current year, plus 3 prior years if available
- * Current year, plus 4 prior years if available
- * Current year, plus 5 prior years if available
- * Current year, plus 2 prior years if available

NO.51 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.

- * 3
- * 1
- * 4
- * 2

NO.52 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

NO.53 Which of the following are reviewed in the Measures section of the specification document?

There are 3 correct answers to this question.

- * Organization structures
- * Employment types
- * Movements
- * Acquisitions
- * Terminations

NO.54 How can you edit demand values in a demand table? There are 3 correct answers to this question.

- * Adjust values by a fixed amount
- * Adjust values by applying an average
- * Apply a demand model
- * Adjust values by applying a percentage change
- * Overwrite values

NO.55 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

NO.56 Which of the following are controlled in the Permissions section of a role in SAP Success Factors Workforce Analytics

There are 3 correct answers to this question

- * Menu building
- * Site statistics
- * KPI page
- * Landing page
- * Workforce planning

NO.57 Which of the following are needed to complete the FTP configuration for the Report Distributor? There are 3 correct answers to this question.

- * FTP Protocol
- * Username & Password
- * File Format
- * IP Address
- * Delivery hours

NO.58 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

NO.59 When filling out the Specification document, how do you identify a standard analysis option that is NOT applicable to a customer?

Please choose the correct answer.

- * Grey out the background of the row of the analysis option
- * Delete the row of the analysis option
- * Move the row of the analysis option to the end of the analysis options section
- * Modify the source column of the analysis option to indicate that it is NOT used

NO.60 Which action would be chosen from the 'Take Action' button to transfer an employee to another place in the organization Please choose the correct answer.

- * pot Bonus
- * Change Job and Compensation Information
- * Terminate/Retire
- * Employment Details

NO.61 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

NO.62 Which are output options of the Report Distributor?

There are 3 correct answers to this question.

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

NO.63 What are some responsibilities of a functional lead consultant during a foundational SAP SuccessFactors Workforce Analytics implementation?

There are 3 correct answers to this question.

- * Assists in resolving beta site issues
- * Perform the data audit
- * Provide site navigation training
- * Set up initial test users and roles
- * Organize and lead project welcome call

NO.64 Which of the following measures can be enabled when configuring Business Factors in the Forecast?

There are 3 correct answers to this question.

- * Movements Out Rate
- * Hire Rate
- * Vacancies
- * Transfer Out Rate
- * Promotion Rate

NO.65 Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.

- * Employment Details (hris-element-id: employmentInfo)
- * Division (hris-element-id: division)
- * Legal Entity (hris-element-id: company)
- * Job Information (hris-element-id: jobInfo)

NO.66 When undertaking workforce planning, most businesses will have decided how they want to group individuals within the workforce for the purposes of future planning. How does WFP identify these groupings?

Please choose the correct answer.

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

NO.67 What does the Settings section of a WFA role configure?

Please choose the correct answer.

- * Defines exactly which data a user in this role will have access to
- * Defines the tools and dimensions available to the user
- * Restricts access to measures from the measures contents menu and all tools on site
- * Defines the Start Page and any menu restrictions

NO.68 What type of measure is NOT available from the standard measures pages?

Please choose the correct answer.

- * Derived measure
- * Base input measure
- * Result measure
- * Restricted input measure

NO.69 Which of the following are NOT found on the Extract Tables tab of the Specification Document? Please choose the correct answer.

- * Frequency
- * Extract type
- * Tabic name
- * Mapping level

NO.70 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

NO.71 What task is completed during the Explore phase of the project?

Please choose the correct answer.

- * Data Transfer
- * Data Questionnaire
- * Staging & Verification
- * Copy to Production

NO.72 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

NO.73 What permission is required to subscribe other users to Headlines? Please choose the correct answer.

- * Headlines
- * Headlines Admin
- * Report Administrator
- * Headlines Management

NO.74 What is Strategic Analysis step?

Please choose the correct answer.

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

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