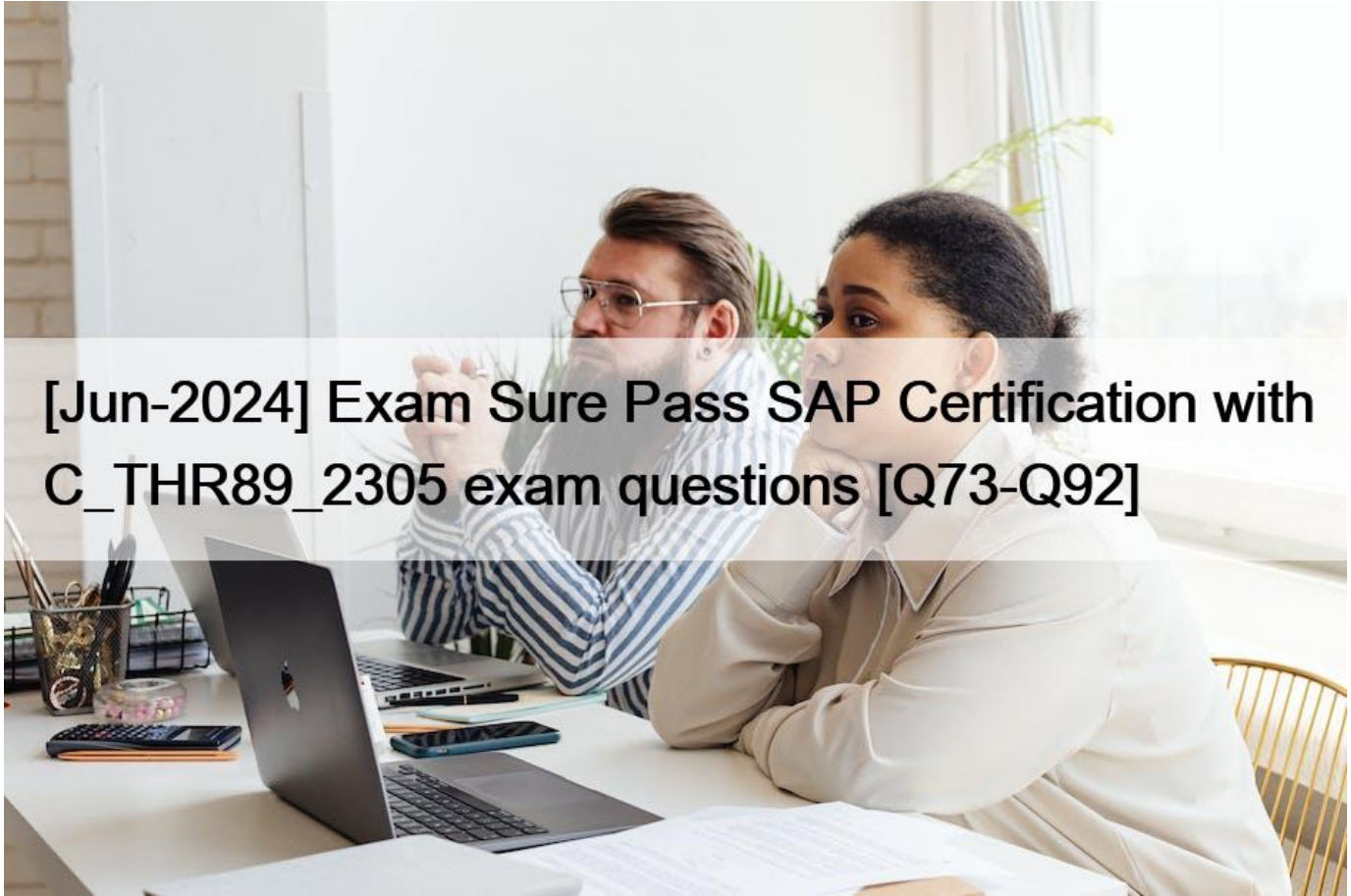


[Jun-2024 Exam Sure Pass SAP Certification with C_THR89_2305 exam questions [Q73-Q92]



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Real SAP C_THR89_2305 Exam Questions Study Guide

SAP C_THR89_2305 Exam Syllabus Topics:

TopicDetailsTopic 1- Workforce Analytics Planning Implementation Methodology- Identify the fundamental terminology used throughout WFP, and demonstrate a forecastTopic 2- Identify the fundamental terminology used throughout WFAP- Workforce Planning Fundamentals and NavigationTopic 3- Describe how to create and edit custom queries and reports using WFA tool(s)- Describe and apply fundamental functions of WFAP AdministratorsTopic 4- Describe phases and components of an implementation project- Workforce Analytics Fundamentals and NavigationTopic 5- Describe and explain the Data Questionnaire and SuccessFactors data standards- Core Workforce and Mobility Specification Document

Q73. What does the Measure Restrictions 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

Q74. Which of the following are RBP Functional permissions that can be assigned to a RBP role? There are 3 correct answers to this question.

- * User Maintenance
- * Measure Restrictions
- * Tree Security
- * Workforce Planning Admin
- * Drill to Detail

Q75. Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- * Supply
- * Desired Rating
- * Demand
- * Current Rating
- * Importance

Q76. Which of the following is a valid input measure? Please choose the correct answer.

- * Average Workforce Tenure
- * Hires
- * Termination Rate
- * Net Hire Ratio

Q77. Which tree security access option, if assigned, prevents the user from viewing the respective structured?

Please choose the correct answer

- * Limited
- * Hidden
- * Restricted
- * None

Q78. Which action / functional permission controls the ability to perform report transfers? Please choose the correct answer.

- * Report – Canvas Designer Admin
- * Detailed Reporting
- * Report Distributor
- * Report Transfer

Q79. 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

Q80. If you do not enable summation level editing, where can the changes be made?

Please choose the correct answer.

- * The second level of the forecast structure
- * Any level of the forecast structure
- * Only the top level and lowest levels of the forecast structure
- * Only at the lowest level of the forecast structure

Q81. In headcount planning, who can create the plan template?

Please choose the correct answer.

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

Q82. A customer's data questionnaire identifies the ethnic background source table as PA0077, and the source column as RACKY, and includes a list of 10 codes and mapped tables in the Notes/Example Column. How do you input this information into the specification template? There are 2 correct answers to this question.

- * Include the 10 codes in the Ethnic Background table of the Code Mapping tab
- * Include the 10 codes in the source column of the Analysis Options tab
- * Include PA0077 RACKY in the source of the Hierarchy Options tab
- * Include PA0077 RACKY in the source of the Analysis Options tab

Q83. 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

Q84. Which are output options of the report distributor? there are 3 correct answers

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

Q85. 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

Q86. 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

Q87. If the system includes uploaded/converted employee data from another system or version, what date is required from the customer for those employees?

Please choose the correct answer.

- * Position tenure date
- * Rehire date
- * Hire date
- * Date of birth

Q88. Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach?

Please choose the correct answer.

- * Use a combination of logic and code mapping to display null values as Unallocated
- * Logic is not required, null values are automatically reported as Unallocated
- * Create a Level 1 node that groups data into two categories US and non-US
- * Use a combination of logic and code mapping to display null values as NOT Reported

Q89. 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

Q90. What permissions must you assign to enable the SF HCM user to view the Planning tab in the navigation menu?

Please choose the correct answer.

- * Reports Permissions: Workforce Planning
- * Reports Permissions: Inform Reports
- * Analytics Permissions: Show Analytics
- * Analytics Permissions: Show Planning

Q91. 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

Q92. 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

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