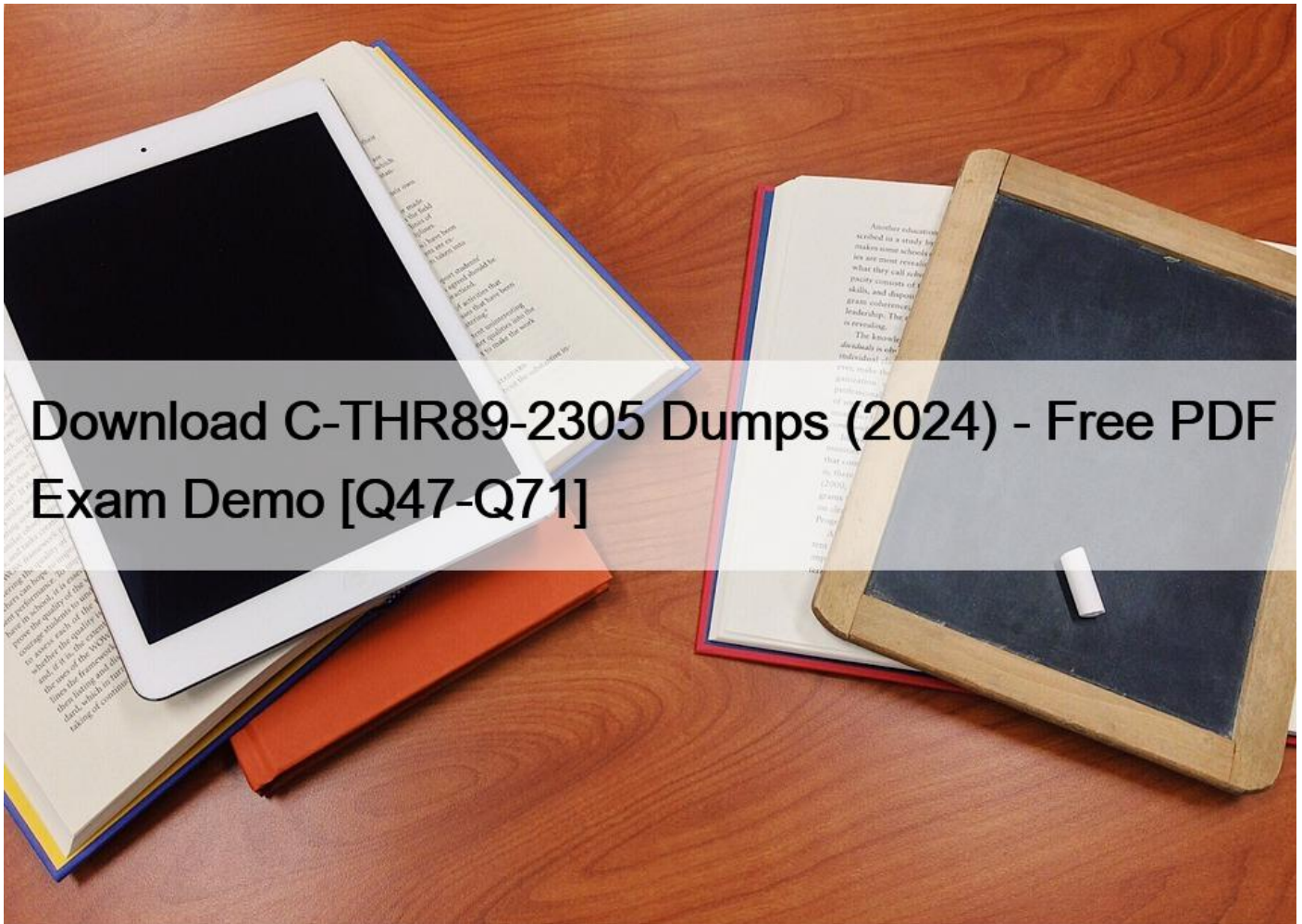


Download C-THR89-2305 Dumps (2024) - Free PDF Exam Demo [Q47-Q71]



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SAP C-THR89-2305 Exam Syllabus Topics:

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

Q47. 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

Q48. When performing a bulk user load, how does the tool handle the case where a user account already exists and details of that account are different to that entered within the upload file?

Please choose the correct answer.

- * The account is disabled and an error is raised
- * The account is always updated with the new information
- * An option exists to decide if the user account remains unchanged
- * The account always remains unchanged

Q49. 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

Q50. What document do the customer, functional consultant, and technical consultant use to communicate and provide examples of data problems that are found during user acceptance?

Please choose the correct answer.

- * Data Questionnaire
- * Data Specification
- * Discrepancy Report
- * Beta Site Issues Log

Q51. 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

Q52. Which of the following are key features of Workforce Planning?

There are 3 correct answers to this question.

- * Spotlight Views
- * Risk Analysis
- * Forecasting
- * Ad-hoc reports
- * Best Practice Strategy Bank

Q53. Which are output options of the report distributor? there are 3 correct answers

- * Publish to web

- * E-mail
- * DFTP
- * Text
- * Run offline

Q54. What is the forecasting step?

Please choose the correct answer

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

Q55. 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

Q56. 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

Q57. 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

Q58. What do you select first when building a new custom query? Please choose the correct answer.

- * Measure
- * Analysis Option
- * Time Period
- * Hierarchy

Q59. Based on SAP SuccessFactors recommendations, who should be the first person to review the beta site once it is published?

Please choose the correct answer.

- * The customer's data review team

- * The SAP SuccessFactors strategy consultant
- * The SAP SuccessFactors functional consultant
- * The customer's project manager

Q60. Which comparison options can be turned on for a line chart in Investigate? There are 2 correct answers to this question.

- * Forecast Line
- * Benchmark Line
- * Trend Line
- * Target Line

Q61. 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

Q62. What does the Edit Custom Demand permission allow?

Please choose the correct answer.

- * A user is permitted to model supply values
- * A user is permitted to model the impact of tactics
- * A user is permitted to model demand values
- * A user is permitted to assign risks to forecast outputs
- * A user is permitted to model vacant or open position values

Q63. 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)

Q64. 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

Q65. What view provides the calculation used to derive a result measure?

Please choose the correct answer.

- * Result Analytics view
- * Result Input view
- * Result Table view
- * It Benchmark view

Q66. Under which measure category can you find the Internal Hires measure? Please choose the correct answer.

- * Workforce Mobility

- * Workforce Profile
- * Workforce Productivity
- * Compensation and Benefits

Q67. When you create a new Workforce Planning strategic forecast, which optional metrics can you include? There are 2 correct answers to this question.

- * Headcount
- * Termination Rate
- * Hire Rate
- * Movements in Rate

Q68. What is the purpose of Query Workspace?

Please choose the correct answer.

- * To build queries that combine multiple measures and multiple analysis dimensions into a single view
- * To automate the report delivery process
- * To create custom reports
- * To deliver insights from workforce analytic data automatically that is communicated in simple human language
- * To analyze trends across multiple measures and dimensions by applying fundamental statistical methods

Q69. 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

Q70. What value is used as a basis to calculate FTE, according to SAP SuccessFactors best practice?

Please choose the correct answer.

- * The actual average number of hours an employee works
- * The headcount value of an employee
- * The actual number of hours an employee works
- * The number of hours an employee is expected to work

Q71. SAP SuccessFactors HCM Suite/SAP SuccessFactors Workforce Analytics (WFA) integration has NOT been enabled. Your customer has requested an administrator account that can configure permissions for their test users in the WFA site. What permission does the administrator account need?

Please choose the correct answer.

- * Edit User Roles
- * Manage Workforce Analytics
- * HANAOLAP Admin
- * Manage Role-Based Permission Access

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