

SAP C_THR89_2505

SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional

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Subjects

1. Data Questionnaire and Data Standards
2. Workforce Analytics Fundamentals and Navigation
3. Workforce Analytics Implementation Methodology
4. Workforce Analytics Reporting
5. Core Workforce and Mobility Specification Document
6. Administering Workforce Analytics

Topic: 1

Data Questionnaire and Data Standards

Question: 1

Based on SAP SuccessFactors data standards, what event is considered a Termination-Other?

- A. Death
- B. End of contract
- C. Relocation/transfer
- D. Early retirement

Answer: B

Data Questionnaire and Data Standards

Question: 2

Based on SAP SuccessFactors data standards, what Employment Status analysis option value is considered active?

- A. Retired - Pension Administration
- B. Short Work Break
- C. Retired with Pay
- D. Paid Leave

Answer: B

Data Questionnaire and Data Standards

Question: 3

Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March? Note: There are 3 correct answers to this question.

- A. An employee hired on April 1
- B. An employee terminated on February 28
- C. An employee hired on February 14
- D. An employee terminated on March 20
- E. An employee terminated on March 31

Answer: B, C, D

Data Questionnaire and Data Standards

Question: 4

Which items are NOT included in the standard FTE measure? Note: There are 2 correct answers to this question.

- A. Workers paid by third party
- B. Fixed-term contract employees paid through payroll
- C. Overtime
- D. Interns

Answer: A, C

Data Questionnaire and Data Standards

Question: 5

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

- A. Current year, plus 3 prior years, if available
- B. Current year, plus 2 prior years, if available
- C. Current year, plus 4 prior years, if available
- D. Current year, plus 5 prior years, if available

Answer: B

Data Questionnaire and Data Standards

Question: 6

While reviewing the Metric Pack and Specification documents, your customer identifies the need for a different formula for standard measures used in benchmarking. Following the standard implementation approach outlined in the statement of work, what do you tell the customer? Note: There are 2 correct answers to this question.

- A. The standard measure that is benchmarked CANNOT be changed.
- B. A measure override is required to change the formula.
- C. A change order is required to add a new custom measure.
- D. The standard measure that is benchmarked can be changed.

Answer: B, D

Data Questionnaire and Data Standards

Question: 7

Which item is associated with the Personal Data section of the Data Questionnaire?

- A. Employment status
- B. Grade/bands
- C. Gender
- D. Job functions

Answer: C

Data Questionnaire and Data Standards

Question: 8

As an SAP SuccessFactors standard, how many hierarchy dimensions are included in the statement of work for an implementation?

- A. 1
- B. 2
- C. 3
- D. 4

Answer: B

Data Questionnaire and Data Standards

Question: 9

Which of the following values are associated with the standard Employment Type analysis option? Note: There are 2 correct answers to this question.

- A. Part Time
- B. Paid Leave
- C. Full Time

D. Terminated

Answer: A, C

Data Questionnaire and Data Standards

Question: 10

You are discussing the Role-Based security from the Data Questionnaire with your customer. How should you describe the ability to limit access to the Structural and Analysis dimensions hierarchies? Note: There are 2 correct answers to this question.

- A. For Analysis Dimensions, you can ONLY restrict access to the entire hierarchy.
- B. For Structural Dimensions, you can limit access to view portions of the hierarchy.
- C. For Analysis Dimensions, you can limit access to view portions of the hierarchy.
- D. For Structural Dimensions, you can ONLY restrict access to the entire hierarchy.

Answer: C, D

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