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Latest Exam Guide & Learning Materials

Exam : **C-THR89-2105**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Workforce Analytics &
Planning Functional
Consultant 1H/2021

Vendor : SAP

Version : DEMO

NO.1 When you select the Report By filter, what type of dimensioncategory is used to segment data?

Please choose the correct answer.

- A. Structural
- B. Employment
- C. Tenure
- D. Time

Answer: A

NO.2 What permission group is assigned when using SuccessFactors HCM role-base permissions to manage WFA Permissions?

Please choose the correct answer.

- A. Manage System Properties
- B. Reports Permission
- C. Analytics Permissions
- D. Miscellaneous Permission

Answer: C

NO.3 Which step of the workforce planning strategic plan provides the gap calculation

- A. Strategic, Impact and cost modeling
- B. Action and accountability
- C. Strategic analysis
- D. Forecasting

Answer: D

NO.4 How can you edit demand values in a demand table? There are 3 correct answers to this question.

- A. Apply a demand model
- B. Adjust values by a fixed amount
- C. Adjust values by applying a percentage change
- D. Overwrite values
- E. Adjust values by applying an average

Answer: B,C,D

NO.5 In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- A. Involuntary terminations
- B. Acquisitions
- C. Retirements
- D. Voluntary terminations
- E. External supply

Answer: C,D,E

NO.6 What time dimension is NOT available in SAP SuccessFactors Workforce Analytics to analyze data?

Please choose the correct answer.

- A. Bi-weekly
- B. Yearly
- C. Quarterly
- D. Monthly

Answer: A

NO.7 Based on SAP SuccessFactors standard processes, if an employee termination on January 31, what measures would they be counted toward?

There are 2 correct answers to this question.

- A. January Staffing Rate
- B. January End of Period Headcount
- C. January Average Headcount
- D. January Termination Rate

Answer: C,D

NO.8 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.

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

Answer: D

NO.9 Which of the following are reviewed in the Measures section of the specification document?

There are 3 correct answers to this question.

- A. Movements
- B. Organization structures
- C. Acquisitions
- D. Terminations
- E. Employment types

Answer: A,D,E

NO.10 Which information is included in a discrepancy report?

There are 3 correct answers to this question.

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

Answer: A,D,E