



SAP

C_THR89_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Workforce Analytics & Planning Functional Consultant 1H/2020
Exam**

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Version: 8.0

Question: 1

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.

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

Answer: D

Question: 2

What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP?

Please choose the correct answer.

- A. Core Workforce and Mobility Metrics Pack Documentation
- B. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- C. WFAP Project Management Summary Template
- D. Configuration Workbook- Initial WFA/WFP Workforce and Mobility (WFM) Implementation

Answer: A

Question: 3

Based on SAP Success Factors data standards, what event is included in the standard External Hires measure?

Please choose the correct answer.

- A. University graduate recruitment
- B. Acquisitions
- C. Workers paid by a third party
- D. Reclassification of job role

Answer: A

Question: 4

If you do not enable summation level editing, where can the changes be made?
Please choose the correct answer.

- A. The second level of the forecast structure
- B. Any level of the forecast structure
- C. Only the top level and lowest levels of the forecast structure
- D. Only at the lowest level of the forecast structure

Answer: D

Question: 5

What does the Settings section of a WFA role configure?
Please choose the correct answer.

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

Answer: D

Question: 6

Which item is associated with the Person Data section of the Data Questionnaire?
Please choose the correct answer.

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

Answer: D

Question: 7

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

Please choose the correct answer

- A. Limited
- B. Hidden
- C. Restricted
- D. None

Answer: B

Question: 8

When you select the Report By filter, what type of dimension category is used to segment data?
Please choose the correct answer.

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

Answer: A

Question: 9

What is the forecasting step?
Please choose the correct answer

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

Answer: A

Question: 10

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.

- A. Discrepancy reporting must be completed
- B. The extract scripts have been developed and tested, if applicable for the data source
- C. Beta Site is verified by the customer
- D. The Specification Document quality gate has been completed

Answer: B, D

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