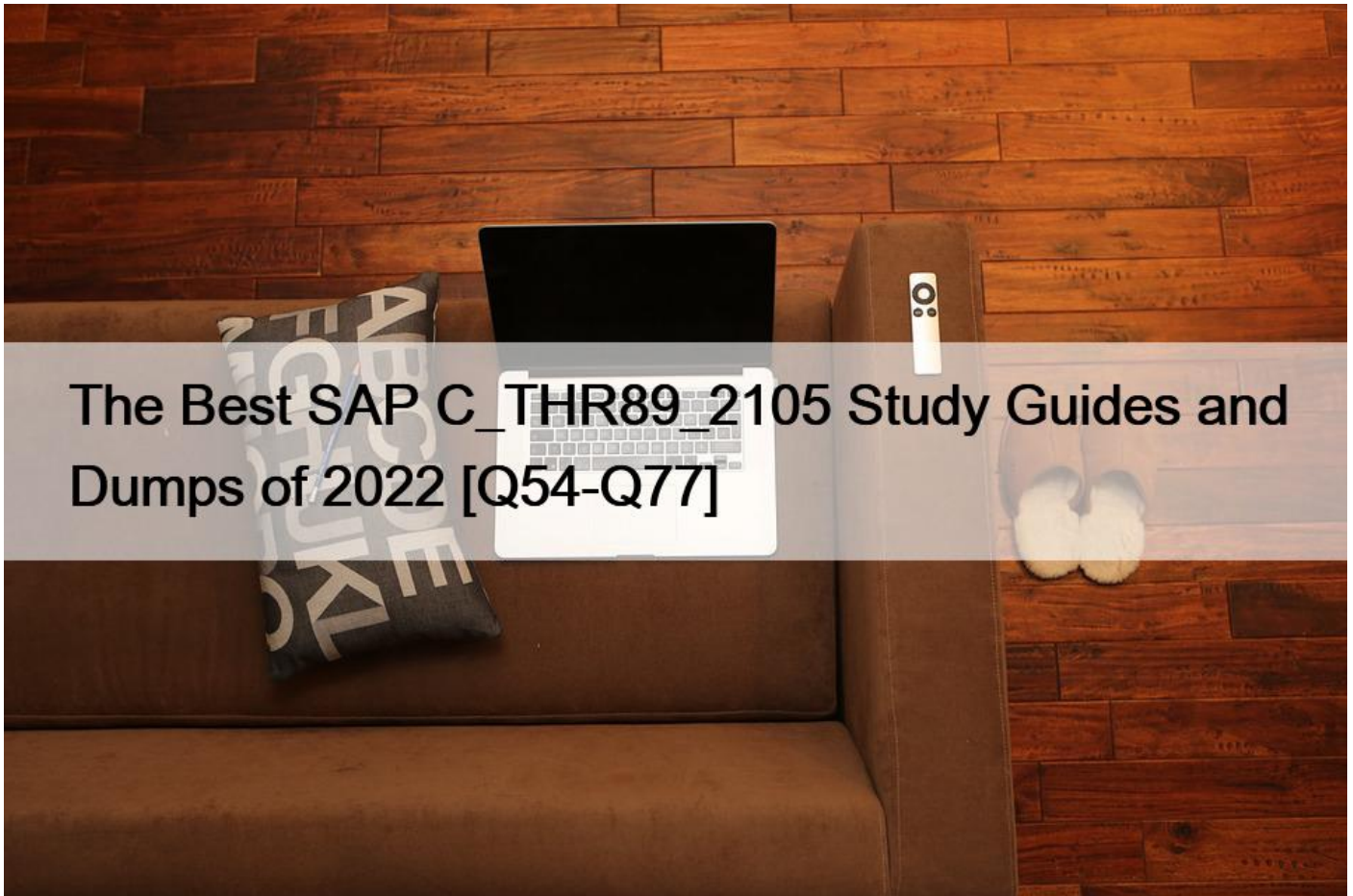# The Best SAP C_THR89_2105 Study Guides and Dumps of 2022 [Q54-Q77

The Best SAP C_THR89_2105 Study Guides and Dumps of 2022 Top SAP C_THR89_2105 Exam Audio Study Guide! Practice Questions Edition

SAP C_THR89_2105 Exam Syllabus Topics:

TopicDetailsTopic 1- Workforce Analytics Planning Implementation Methodology- Workforce Analytics ReportingTopic 2- Describe phases and components of an implementation project- Configure the Core Workforce and Mobility Specification documentTopic 3- Identify the fundamental terminology used throughout WFAP- Administering Workforce Analytics and PlanningTopic 4- Identify the fundamental terminology used throughout WFP, and demonstrate a forecast- Data Questionairre and Data Standards

SAP C_THR89_2105 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Workforce Analytics and Planning Functional Consultant 1H/2021" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Workforce Analytics and Planning application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Workforce Analytics and Planning.

NEW QUESTION 54

Which of the followingare NOT found on the Extract Tables tab of the Specification Document?

Please choose the correct answer.
* Mapping level
* Table name
* Extract type
* Frequency

NEW QUESTION 55

What does the Settings 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

NEW QUESTION 56

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

NEW QUESTION 57

Which of the ollowin actions/ functional permission control the ability to see the user maintenanceoption from the administration menu ?
* Edit users
* Workforce planning
* Workforce planning admin
* Edit users roles

NEW QUESTION 58

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

NEW QUESTION 59

Which of thefollowing are needed to complete the FTP configuration for the Report Distributor? There are 3 correct answers to this question.
* FTP Protocol
* Username & Password
* File Format
* IP Address
* Delivery hours

NEW QUESTION 60

What is Strategic Analysis step?

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

NEW QUESTION 61

Which tool is used to search for any parts of the report template definition that may not match the configuration of the target instance?

Please choose the correct answer
* Site Statistics
* Role & UserValidation
* Data Capture
* Report Validation

NEW QUESTION 62

What are some disadvantages of using the Point Time structure? There are 2 correct answers to this question.
* The inactive organizational units will still appear in the structure
* The data for a previous time period can be viewed in relation to reporting relationships at that time
* The structure is not suitable for trending purposes
* The number of employees in the Unallocated category increases over time

NEW QUESTION 63

In Action Planning, an activity is associated with one:

Please choose the correct answer.
* Strategy
* Tactic
* Priority

* Risk

NEW QUESTION 64

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

NEW QUESTION 65

When filling out the Specification document, how do you identify a standard analysis option that is NOT applicable to a customer?

Please choose the correct answer.
* Grey out the background of the row of the analysis option
* Deletethe row of the analysis option
* Move the row of the analysis option to the end of the analysis options section
* Modify the source column of the analysis option to indicate that it is NOT used

NEW QUESTION 66

Which of the following are reviewed in the Measures section of the specification document?

There are 3 correct answers to this question.
* Organization structures
* Employment types
* Movements
* Acquisitions
* Terminations

NEW QUESTION 67

What task is completed during the Explore phase of the project?

Please choose the correct answer.
* Data Transfer
* Data Questionnaire
* Staging & Verification
* Copy to Production

NEW QUESTION 68

Which information is included in a discrepancy report?

There are 3 correct answers to this question.
* A list of employee names that SAP SuccessFactors and the customer both expect
* The number of employees a customer expects but SAP SuccessFactors does NOT

* Comments as to why an employee is in one count but NOT the other
* The number of employees SAP SuccessFactors expects but the customer does NOT
* The total number of employees for an organization

NEW QUESTION 69

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

NEW QUESTION 70

A customer’s data questionnaire identifies the ethnic background source table as PA0077, and the source column ad 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 thesource of the Analysis Options tab

NEW QUESTION 71

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.
* Involuntary terminations
* Retirements
* External supply
* Acquisitions
* Voluntary terminations

NEW QUESTION 72

What time structure type includes all nodes that have been active through a period of time?

Please choose the correct answer.
* Historical Period
* Span of Time
* Current Period
* Point in Time

NEW QUESTION 73

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

NEW QUESTION 74

What field needs to be configured to enable the usage of the employee Quickcard in the Drill to Detail output of WFA on SAP HANA? Please choose the correct answer.
* USERS_SYS_ID
* Parent ID
* PERSONJD
* Level X ID

NEW QUESTION 75

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 thequery
* Select All Descendants as a qualifier of the specific structure
* Check the Use Selectable Structural Context button
* Add Selectable Filter to the query

NEW QUESTION 76

How is the enforcement of managing WFA permissions using SuccessFactors HCMrole-based permission roles enabled?

Please choose the correct answer.
* In Manage Workforce Analytics
* By opening a ticket with Customer Success
* In upgrading Center
* In SuccessStore

NEW QUESTION 77

What does the Measure Restrictions section of a WFA role configure?

Please choose the correct answer.
* Definesexactly 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

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