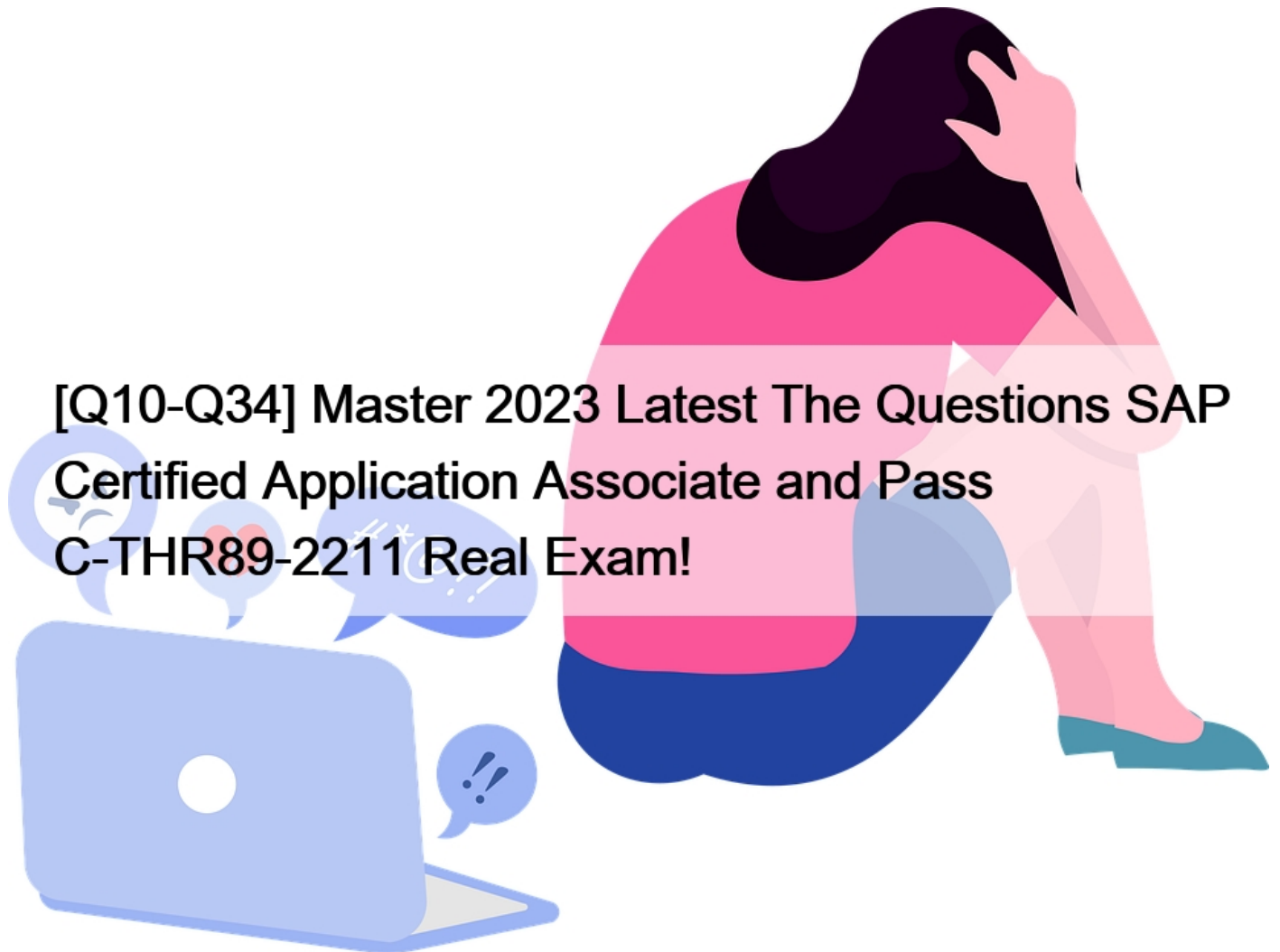


[Q10-Q34 Master 2023 Latest The Questions SAP Certified Application Associate and Pass C-THR89-2211 Real Exam!]



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Master 2023 Latest The Questions SAP Certified Application Associate and Pass C-THR89-2211 Real Exam!
Penetration testers simulate C-THR89-2211 exam PDF QUESTION 10

What is the metrics pack that is the foundation of Workforce Analytics implementations?

Please choose the correct answer.

- * Core Workforce and Mobility
- * Recruiting
- * Finance Management
- * Payroll and Benefits

QUESTION 11

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.

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

QUESTION 12

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

QUESTION 13

Which are valid ways a report can be directly accessed? There are 3 correct answers to this question

- * Via the Admin Tools
- * Via a link on the home page
- * Via the publishing tab
- * Via the Online Report Designer workspace
- * Via Report Center

QUESTION 14

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

QUESTION 15

When you build a strategic forecast, what values populate the demand values for the scenarios in the demand table? Please choose the correct answer.

- * Starting headcount increased for the historical external hire rate
- * Starting headcount for the workforce breakdown
- * All values are set to zero
- * Demand model values associated with the scenario

QUESTION 16

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

QUESTION 17

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

QUESTION 18

Which dimension type does Tree security apply to? Please choose the correct answer.

- * Time
- * Analysis
- * Structural

QUESTION 19

What does the Measure Restrictions 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

QUESTION 20

You create a forecast for North America that includes four child nodes: Mid West, North East, South, and West. When you access the demand model, you CANNOT edit the North America values (see screenshot). You verify that you have Workforce Planning Admin permission. What must you do to allow editing of the North America demand values?

The screenshot shows a 'Filters' panel on the left with a 'Level Selector' set to 'North America'. A dropdown menu is open, showing 'North America' selected and its child nodes: 'Mid West', 'North East', 'South', and 'West'. To the right is a 'Demand Forecast' table.

Job Family	2016 Headcount	Demand Forecast	
		To 2019	To 2021
Business Ops Profs	1195	1195	1195
Engr/Science Profs	2	2	2
Supervisors/Leaders	33	33	33
Total	1230	1230	1230

- * Configure your account with Edit Custom Demand permission.
- * Enable Summation Level Editing.
- * Rebuild the forecast, selecting the North America node on the Set Structure tab.
- * Configure your account with Edit Demand permission.

QUESTION 21

What problems tend to occur when an organization has NOT established data standards? There are 2 correct answers to this question.

- * Users are unable to share the data results
- * Users misinterpret the data results
- * Users CANNOT provide reports to this regular schedule
- * Users misunderstand the data calculations

QUESTION 22

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

Please choose the correct answer.

- * University graduate recruitment
- * Acquisitions
- * Workers paid by a third party
- * Reclassification of job role

QUESTION 23

Why might an organizational unit fall into the Unallocated category?

There are 2 correct answers to this question.

- * The organizational unit is NOT found in the customer's source table
- * The organizational unit has been identified
- * The organizational unit is inactive
- * The organizational unit is linked to an active parent in the structure

QUESTION 24

What dimension is an example of a common structure dimension category?

Please choose the correct answer.

- * Job Family
- * Employment Level
- * Location
- * Grade/ Band

QUESTION 25

SAP SuccessFactors role-based permissions for SAP SuccessFactors Workforce Analytics have been enabled and a user is granted multiple roles. Each role assigned to this user has a unique tree security set up. What tree security is applied to this user within SAP SuccessFactors Workforce Analytics? Please choose the correct answer.

- * The role with the least complex tree security
- * The union of all tree security from each role
- * The role with the most complex tree security
- * The user's primary role tree security

QUESTION 26

You customer wants to know how many years of historical data they should transform. What does SAP SuccessFactors recommend ?

- * Current year, plus 3 prior years of available
- * Current year, plus 2 prior years of available
- * Current year, plus 5 prior years of available
- * Current year, plus 4 prior years of available

QUESTION 27

What permission group is assigned when using SuccessFactors HCM role-base permissions to manage WFA Permissions?

Please choose the correct answer.

- * Miscellaneous Permission
- * Reports Permission
- * Manage System Properties
- * Analytics Permissions

QUESTION 28

Permissions assigned to general users can be applied to which level(s)? Please choose the correct answer.

- * Scenarios
- * Structures
- * Only the whole forecast
- * Dimensions

QUESTION 29

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

Please choose the correct answer.

- * 3
- * 1
- * 4
- * 2

QUESTION 30

What action is NOT included in the Realize phase of a Workforce Analytics implementation? Please choose the correct answer.

- * Beta site publication
- * Production site publication
- * Site navigation training
- * User acceptance testing

QUESTION 31

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

QUESTION 32

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?

There are 2 correct answers to this question.

- * The standard measure that is benchmarked can be changed
- * A measure override is required to change the formula
- * A change order is required to add a new custom measure
- * The standard Measure that is benchmarked CANNOT be changed

QUESTION 33

Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

- * Supply
- * Desired Rating
- * Demand
- * Current Rating
- * Importance

QUESTION 34

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

- * Publish to web
- * E-mail
- * DFTP
- * Text
- * Run offline

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