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C_THR89_2005 Exam

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

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DEMO VERSION (LIMITED CONTENT)

Questions & Answers

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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