

SAP.C_THR89_2305.v2023-12-29.q60

Exam Code:	C_THR89_2305
Exam Name:	SAP Certified Application Associate - SAP SuccessFactors Workforce Analytics & Planning Functional Consultant 1H/2023
Certification Provider:	SAP
Free Question Number:	60
Version:	v2023-12-29
# of views:	718
# of Questions views:	600
https://www.freepdfdumps.com/SAP.C_THR89_2305.v2023-12-29.q60.html	

NEW QUESTION: 1

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

Please choose the correct answer.

- A. In upgrading Center
- B. By opening a ticket with Customer Success
- C. In SuccessStore
- D. In Manage Workforce Analytics

Answer: D (LEAVE A REPLY)

NEW QUESTION: 2

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.

- A. Recruitment Source
- B. Employment Level
- C. Managerial /Non-Managerial
- D. Separation Reason

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 3

Which of the following security items are NOT currently transitioned into SAP Success Factors Workforce Analytics with SAP Success Factors role-based permissions roles? There are 3 correct answers to this question.

- A. Dimension restrictions
- B. Reporting positions
- C. Select a start page
- D. Measure classifications
- E. Measure restrictions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

Which of the following measures can be enabled when configuring Business Factors in the Forecast?

There are 3 correct answers to this question.

- A. Vacancies
- B. Promotion Rate
- C. Hire Rate
- D. Movements Out Rate
- E. Transfer Out Rate

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 5

What view provides the calculation used to derive a result measure?

Please choose the correct answer.

- A. It Benchmark view
- B. Result Input view
- C. Result Table view
- D. Result Analytics view

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 6

How is the enforcement of managing WFA permissions using Success Factors HCM role-based permission roles enabled?

Please choose the correct answer.

- A. In Manage Workforce Analytics
- B. In upgrading Center
- C. In SuccessStore
- D. By opening a ticket with Customer Success

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 7

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

You create a new user manually within Workforce Analytics (Admin >User Maintenance) and set up the user-level tree security. What happens if the role the user is assigned to already has tree security set up? Please choose the correct answer.

- A. The user-level security would union with the role-level security
- B. The user-level security would override the role-level security
- C. You CANNOT update tree security on an individual user
- D. The role-level security would override the user-level security

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 9

Which of the following actions/ functional permission control the ability to see the user maintenance option from the administration menu ?

- A. Edit users roles
- B. Workforce planning admin
- C. Workforce planning
- D. Edit users

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 10

Under which measure category can you find the Internal Hires measure? Please choose the correct answer.

- A. Workforce Profile
- B. Compensation and Benefits
- C. Workforce Mobility
- D. Workforce Productivity

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 11

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

There are 3 correct answers to this question.

- A. Terminations

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

A role has 2 out of 6 report menus enabled. However, the users assigned to that role can see all 6 report menus.

Why can the users see all 6 report menus?

There are 2 correct answers to this question.

- A. The role has the View All Menus permission enabled
- B. The role ID is Report Admin
- C. The administrator shared a report in the other 4 report menus with the users
- D. The role has the View All Menus permission enabled

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

Why would you recommend to your customer to use dynamic sourcing of description for an analysis option?

There are 2 correct answers to this question.

- A. Dynamic sourcing allows customers to pick and choose which description names to use
- B. Dynamic sourcing enables the use of benchmarked data
- C. Dynamic sourcing updates the descriptions when changed in the core system
- D. Dynamic sourcing updates underlying code values

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 14

What is the file format for importing Report Templates? Please choose the correct answer.

- A. -XML
- B. -CSV
- C. -HTML
- D. -TXT

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 15

Which step of the Workforce Planning strategic plan provides the gap calculation?

Please choose the correct answer.

- A. Forecasting
- B. Strategic Analysis
- C. Strategic, Impact & Cost Modeling

D. Action & Accountability

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

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.

A. Beta Site Issues Log

B. Data Specification

C. Discrepancy Report

D. Data Questionnaire

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 17

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

Please choose the correct answer.

A. Employment Level

B. Location

C. Job Family

D. Grade/ Band

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 18

What permission is required to subscribe other users to Headlines? Please choose the correct answer.

A. Headlines

B. Headlines Admin

C. Report Administrator

D. Headlines Management

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which are output options of the Report Distributor?

There are 3 correct answers to this question.

- A. Run offline
- B. Publish to Web
- C. E-mail
- D. DFTP
- E. Text

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 20

What type of measure is NOT available from the standard measures pages?

Please choose the correct answer.

- A. Derived measure
- B. Restricted input measure
- C. Base input measure
- D. Result measure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

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 ([LEAVE A REPLY](#))

NEW QUESTION: 22

Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March?

There are 3 correct answers to this question.

- A. An employee terminated on February 28
- B. An employee terminated on March 31
- C. An employee terminated on March 20
- D. An employee hired on February 14
- E. An employee hired on April 1

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 23

Which column on the Analysis tab in the Specification document provides the customer-specific logic for analysis options?

Please choose the correct answer.

- A. Analysis Type
- B. Structural Type
- C. Data Source
- D. Dimension Category

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 24

You need to include benchmark data in a custom report created in Report Center that looks like the screenshot below. What component group do you use to create this image?



- A. Gauge
- B. Image
- C. Chart
- D. Data Source

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 25

Which of the following are needed to complete the FTP configuration for the Report Distributor?

There are 3 correct answers to this question.

- A. Delivery hours
- B. IP Address
- C. Username & Password
- D. File Format
- E. FTP Protocol

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 26

What additional analysis option do you create when implementing Workforce Planning during a Core Workforce and Mobility implementation?

Please choose the correct answer.

- A. Critical Job Roles

- B. Employment Type
- C. Employment Status
- D. Recruitment Source

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 27

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

- A. Time
- B. Analysis
- C. Structural

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

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.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

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

Please choose the correct answer

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

Which measures are examples of a base input measure? There are 2 correct answers to this question.

- A. EOP Headcount
- B. Net Hire Ratio
- C. Terminations - Voluntary
- D. Terminations

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 31

What time dimension is NOT available in SAP SuccessFactors Workforce Analytics to analyze data?

Please choose the correct answer.

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

Answer: D ([LEAVE A REPLY](#))

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NEW QUESTION: 32

What do Workforce Analytics permissions control? There are 3 correct answers to this question.

- A. Access to Query Workspace
- B. Access to Dashboards
- C. Options that appear on the Admin and Tools menus
- D. Access to the Analytics menu option
- E. Access to Report Designer

Answer: A,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 33

You want to build a custom grouping for a dimension that creates a single total from selected nodes. What options within Query Workspace allows you to do this? Please choose the correct answer.

- A. New Query
- B. Custom Calculations
- C. Custom Sets
- D. Custom Members

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 34

In SAP SuccessFactors role-based permissions, in what section of User Permissions do you configure SAP SuccessFactors Workforce Analytics functional and optional permissions?

Please choose the correct answer.

- A. SAP system configuration
- B. General user permissions
- C. Analytics permission
- D. Reports permissions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

Based on SAP Success Factors data standards, what event is considered a Termination-Other?

Please choose the correct answer.

- A. Early retirement
- B. Death
- C. End of contract
- D. Relocation/transfer

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

Which of the following are characteristics of a strategic plan in Workforce Planning?

There are 3 correct answers to this question.

- A. Projects a highly accurate full-time equivalent (FTE) count
- B. Timeframe is 3 or more years
- C. Based on scenarios
- D. Focuses on filling vacancies today
- E. Focuses on critical roles

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 37

Which of the following actions / functional permissions control the ability to see the User Maintenance option from the Administration menu?

Please choose the correct answer.

- A. Edit User Roles
- B. Workforce Planning
- C. Workforce Planning Admin
- D. Edit Users

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Which of the following items are provided as part of the measure explanation for a base input measure?

There are 3 correct answers to this question.

- A. Purpose
- B. Footnotes
- C. Formula
- D. Description
- E. Measure name

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 39

What customer role is the primary resource for understanding the business rules and data structures of an organization?

- A. Executive sponsor
- B. IT resource
- C. Functional Specialist
- D. Project manager

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

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?

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

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 41

Based on SAP SuccessFactors data standards, what employment status analysis option value is considered active?

- A. Paid leave
- B. Retired - pension administration
- C. Short word break
- D. Retired with pay

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 42

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

Please choose the correct answer.

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 43

Which of the following values are associated with the standard Employment Type analysis option? There are 2 correct answers to this question.

- A. Part Time
- B. Full Time
- C. Paid Leave
- D. Terminated

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 44

SAP SuccessFactors HCM Suite/SAP SuccessFactors Workforce Analytics (WFA) integration has NOT been enabled. Your customer has requested an administrator account that can configure permissions for their test users in the WFA site. What permission does the administrator account need?

Please choose the correct answer.

- A. HANAOLAP Admin
- B. Edit User Roles
- C. Manage Role-Based Permission Access
- D. Manage Workforce Analytics

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 45

In which tool do you relabel a WFA on SAP HANA dimension name? Please choose the correct answer.

- A. Admin Tools > Manage Workforce Analytics

- B. Admin > Dimension Override
- C. Admin Tools > Dimension Editor
- D. Admin > Measure Override

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

Which of the following are NOT found on the Extract Tables tab of the Specification Document?
Please choose the correct answer.

- A. Table name
- B. Frequency
- C. Mapping level
- D. Extract type

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 47

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.

- A. 4
- B. 1
- C. 2
- D. 3

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 48

Which topics are included in the introduction section of the Data Questionnaire?
There are 2 correct answers to this question

- A. Hires and rehires
- B. Years of history
- C. FTE
- D. Reporting periods

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 49

Which item is associated with the Person Data section of the Data Questionnaire?

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 50

What does the Target Maintenance action / functional permission allow?

Please choose the correct answer.

- A. View details of which users are logging into the site and which pages they visit
- B. Manage document folders and upload documents to the Resources Page
- C. Set measure targets
- D. Override the measure or dimension name

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 51

Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization Please choose the correct answer.

- A. Employment Details
- B. pot Bonus
- C. Terminate/Retire
- D. Change Job and Compensation Information

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 52

In headcount planning, what is considered the baseline?

Please choose the correct answer.

- A. Existing positions
- B. Total plan positions minus total plan reductions
- C. Total planned positions
- D. Total planned reductions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 53

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

- A. Site statistics

- B. Menu building
- C. Landing page
- D. KPI page
- E. Workforce planning

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 54

In headcount planning, who can create the plan template?

Please choose the correct answer.

- A. Headcount User
- B. Headcount Approver
- C. Headcount Admin
- D. Headcount Participant

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 55

Which items are NOT included in the standard FTE measure?

There are 2 correct answers to this question.

- A. Interns
- B. Fixed-term contract employees paid through payroll
- C. Overtime
- D. Workers paid by third party

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

If you do not enable summation level editing, where can the changes be made?

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 57

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

D. Use a combination of logic and code mapping to display null values as Unallocated

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 58

You enable the Investigate tool for use in a production instance. How do you allow a user to access the Investigate tool?

Please choose the correct answer.

- A. Assign the Query Workspace permission
- B. Assign the Analytics Tiles and Dashboards permission
- C. Assign the Analytics Workspace permission
- D. Assign the Manage Workforce Analytics permission

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 59

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

- A. Importance
- B. Supply
- C. Desired Rating
- D. Current Rating
- E. Demand

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 60

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

Answer: A ([LEAVE A REPLY](#))

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