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Exam : **C_THR89_1908**

Title : SAP Certified Application Associate - SAP SuccessFactors Workforce Analytics & Planning Functional Consultant Q3/2019

Vendor : SAP

Version : DEMO

NO.1 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.

Response:

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

Answer: C

NO.2 Which of the following security items are NOT currently transitioned into SAP SuccessFactors Workforce

Analytics with SAP Success Factors role-based permissions roles?

There are 3 correct answers to this question.

Response:

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

Answer: A,B,E

NO.3 Based on SAP Success Factors data standards, what event is included in the standard External Hires

measure?

Please choose the correct answer.

Response:

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

Answer: D

NO.4 What permission is required to subscribe other users to Headlines?

Please choose the correct answer.

Response:

- A.** Headlines Admin
- B.** Headlines Management
- C.** Report Administrator
- D.** Headlines

Answer: A

NO.5 What type of measure does NOT have Drill to Detail capability?

Please choose the correct answer.

Response:

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

Answer: B

NO.6 When you build a strategic forecast, what values populate the demand values for the scenarios in the demand table?

Please choose the correct answer.

Response:

- A. Demand model values associated with the scenario
- B. Starting headcount for the workforce breakdown
- C. Starting headcount increased for the historical external hire rate
- D. All values are set to zero

Answer: D

NO.7 Under which measure category can you find the Internal Hires measure?

Please choose the correct answer.

Response:

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

Answer: D

NO.8 Which topics are included in the introduction section of the Data Questionnaire?

There are 2 correct answers to this question.

Response:

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

Answer: B,D