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Subjects

1. Core Workforce and Mobility Specification Document
2. Data Questionnaire and Data Standards
3. Administering Workforce Analytics and Planning
4. Workforce Analytics Planning Implementation Methodology
5. Workforce Analytics Reporting
6. Workforce Analytics Fundamentals and Navigation
7. Analytics Report
8. Managing Clean Core

Topic: 1

Core Workforce and Mobility Specification Document

Question: 1

What does the inverted triangle symbol next to the measure name in the Metrics Pack document, and the Specification document indicate?

Base Input Measure

Average Headcount

- A. Standard measure used for benchmarking
- B. Regional terminology/variation can be applied
- C. Restricted Input
- D. Drill to Detail is enabled

Answer: C

Core Workforce and Mobility Specification Document

Question: 2

Based on SAP SuccessFactors standard processes, if an employee is terminated on January 31, what measures would they be counted toward? Note: There are 2 correct answers to this question.

- A. January Termination Rate
- B. January Staffing Rate
- C. January End of Period Headcount
- D. January Average Headcount

Answer: A, C

Core Workforce and Mobility Specification Document

Question: 3

Why would you recommend to your customer to use dynamic sourcing of description for an analysis option? Note: There are 2 correct answers to this question.

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

Answer: B, D

Core Workforce and Mobility Specification Document

Question: 4

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

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

Answer: B

Core Workforce and Mobility Specification Document

Question: 5

How do you configure an analysis option that uses dynamic sourcing?
Note: There are 2 correct answers to this question.

- A. Remove "refer to the code mapping section for details of categories included" from the source column.
- B. Validate the code mapping with the customer.
- C. Validate the description source table and column with the customer.
- D. Update the code list and descriptions in the Code Mapping tab.

Answer: B, C

Core Workforce and Mobility Specification Document

Question: 6

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 labels in the Notes/Examples column. How do you input this information into the specification template?

Note: There are 2 correct answers to this question.

- A. Include PA0077.RACKY in the source column of the Analysis Options tab.
- B. Include the 10 codes in the source column of the Analysis Options tab.
- C. Include the 10 codes in the Ethnic Background table of the Code Mapping tab.
- D. Include PA077.RACKY in the source column of the Hierarchy Options tab.

Answer: A, C, B

Core Workforce and Mobility Specification Document

Question: 7

What value is used as a basis to calculate FTE, according to SAP SuccessFactors best practice?

- A. The headcount value of an employee
- B. The actual average number of hours an employee works
- C. The actual number of hours an employee works
- D. The number of hours an employee is expected to work

Answer: D

Core Workforce and Mobility Specification Document

Question: 8

How do you know that an analysis option is used in benchmarking?

- A. It is annotated with the symbol.
- B. It is annotated with the # symbol.
- C. It is annotated with the ß symbol.
- D. It is annotated with the † symbol.

Answer: B

Core Workforce and Mobility Specification Document

Question: 9

With the standard configuration of Workforce Analytics, when a transfer occurs on the same date as a promotion, the movement is counted towards which measures?

Note: There are 2 correct answers to this question.

- A. Internal Movement
- B. Transfer
- C. Promotion
- D. Other Movement

Answer: A, C

Core Workforce and Mobility Specification Document

Question: 10

What are some disadvantages of using the Point in Time structure?

Note: There are 2 correct answers to this question.

- A. The structure is NOT suitable for trending purposes.
- B. The data for a previous time period can be viewed in relation to reporting relationships at that time.
- C. The inactive organizational units will still appear in the structure.
- D. The number of employees in the Unallocated category increases over time.

Answer: A, C

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