

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Workforce Analytics & Planning Functional Consultant 1H/2022

SAP C_THR89_2211

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

In a Workforce Planning forecast, which components affect the calculation of the gap? There are 3 correct answers to this question.

- A. Involuntary terminations
- B. Retirements
- C. External supply
- D. Acquisitions
- E. Voluntary terminations

ANSWER: B C E

QUESTION NO: 2

What does the Measure Restrictions 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: C

QUESTION NO: 3

In headcount planning, who can create the plan template?

Please choose the correct answer.

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

ANSWER: A

QUESTION NO: 4

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. Data Questionnaire
- B. Data Specification
- C. Discrepancy Report
- D. Beta Site Issues Log

ANSWER: C

QUESTION NO: 5

What does the Target Maintenance action / functional permission allow?

Please choose the correct answer.

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

ANSWER: A

QUESTION NO: 6

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

ANSWER: A

QUESTION NO: 7

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

QUESTION NO: 8

Based on SAP SuccessFactors standard processes, if an employee termination on January 31, what measures would they be counted toward?

There are 2 correct answers to this question.

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

ANSWER: C D

QUESTION NO: 9

When a transfer occurs on the same date as a promotion, the movement is counted towards which measures? There are 2 correct answers to this question.

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

ANSWER: B D

QUESTION NO: 10

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

ANSWER: C D