

SAP

C_THR89_2311

Application Associate - SAP SuccessFactors Workforce Analytics & Planning Functional Consultant

Questions And Answers PDF Format:

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Version = Product



Latest Version: 6.0

Question: 1

Based on SAP Success Factors data standards, what event is considered a Termination-Other?
Please choose the correct answer.

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

Answer: B

Question: 2

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

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

Answer: A

Question: 3

Which of the following are characteristics of a strategic plan in Workforce Planning?
There are 3 correct answers to this question.

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

Answer: A B D

Question: 4

In headcount planning, what is considered the baseline?
Please choose the correct answer.

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

Answer: D

Question: 5

Which information is included in a discrepancy report?
There are 3 correct answers to this question.

- A. A list of employee names that SAP SuccessFactors and the customer both expect
- B. The number of employees a customer expects but SAP SuccessFactors does NOT
- C. Comments as to why an employee is in one count but NOT the other
- D. The number of employees SAP SuccessFactors expects but the customer does NOT
- E. The total number of employees for an organization

Answer: B C D

Question: 6

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: 7

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

Answer: A B

Question: 8

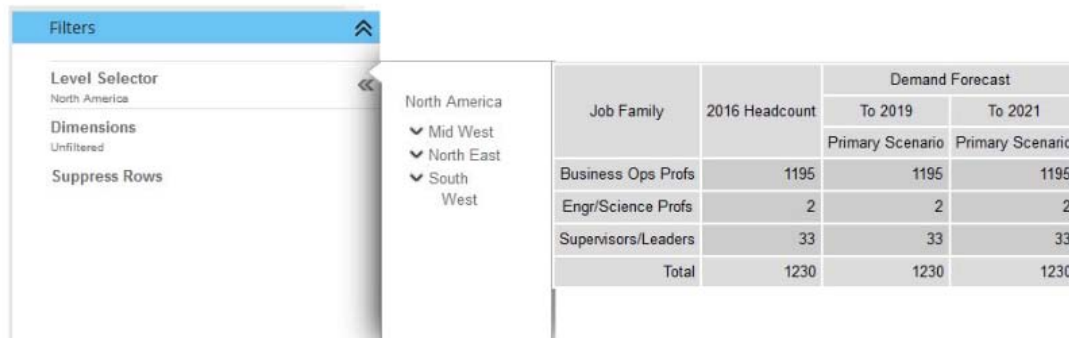
Which of the following are components of the Capabilities Page for configuring Capabilities Planning? There are 3 correct answers to this question.

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

Answer: B D E

Question: 9

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

Answer: B

Question: 10

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. Data Source
- D. Chart

Answer: A

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