SAP
C_THR89_2205 Exam

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

Questions & Answers
Demo

Version: 4.0

Question: 1

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

A. Result Analysis view
B. Result Benchmark view
C. Result Table view
D. Result Input view

Answer: D

Question: 2

Prior to user acceptance testing during an implementation project, you need to create an administrator account for your customer that can configure permissions for their test users in the WFA site. Enforcement of WFA Permissions with SuccessFactors RBP has NOT been enabled. What permission does the administrator account need?

A. WFA on HANA Data Factory
B. Manage Workforce Analytics
C. Edit User Roles
D. Manage Role-Based Permission Access

Answer: C

Question: 3

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

A. Strategy, Impact & Cost Modeling
B. Action & Accountability
C. Forecasting
D. Strategic Analysis

Answer: C

Question: 4

Your customer wants to know how many years of historical data they should transform. What does SAP SuccessFactors recommend?

A. Current year, plus 2 prior years, if available
B. Current year, plus 5 prior years, if available
C. Current year, plus 3 prior years, if available
D. Current year, plus 4 prior years, if available

Answer: C

Question: 5

Which features of Investigate are NOT available in Query Workspace? Note: There are 2 correct answers to this question.

A. Select recommended metrics.
B. Use search for a dimension.
C. Create a custom measure.
D. View the query as a chart.

Answer: A, B

Question: 6

As an SAP SuccessFactors standard, how many hierarchy dimensions are included in the statement of work for an implementation?

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

Answer: B

Question: 7

You need to limit access for a collection of users to only the areas shaded in green in the following screenshot. What path restrictions could you create when restricting access to the Organizational Unit structure for the role?

A. Select Include Ranges. Create 1 horizontal range and 1 vertical range
B. Select Exclude Ranges. Create 1 horizontal range and 1 vertical range
C. Select Include Ranges. Create 1 open-ended range
D. Select Exclude Ranges. Create 1 horizontal range

Answer: D

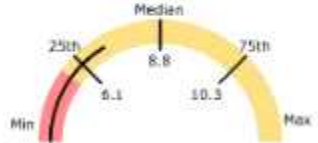## Question: 8

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?

2016 - Average Workforce Tenure
Global: All Organizations

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

Answer: A

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
		Primary Scenario	Primary Scenario
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

Why would you use tree security? Note: There are 3 correct answers to this question.

A. To reset a user's password
B. To define multiple security pathways
C. To select nodes within a structural dimension
D. To define users assigned to a role
E. To apply restrictions to a role or user

Answer: B, D, E