Latest Nov-2023 SAP C_THR89_2211 Dumps Updated 135 Questions [Q42-Q62
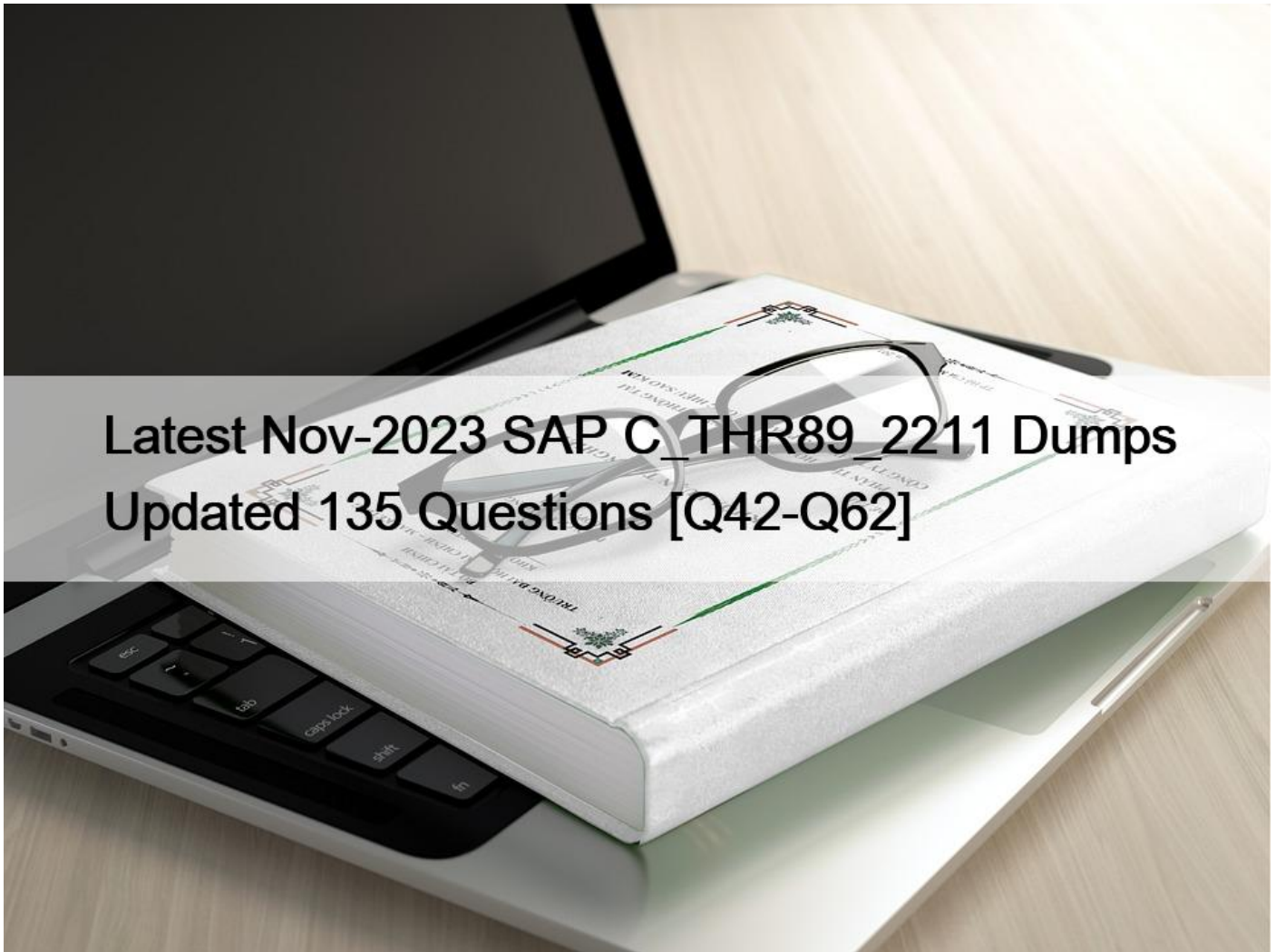

Latest Nov-2023 SAP C_THR89_2211 Dumps Updated 135 Questions
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SAP C-THR89-2211 Certification Exam is ideal for HR professionals, consultants, and managers who want to enhance their knowledge and skills in SAP SuccessFactors Workforce Analytics and Planning. C_THR89_2211 exam is designed to assess the candidate's ability to understand the business requirements, design and configure solutions, and troubleshoot issues related to workforce analytics and planning. Certified Application Associate - SAP SuccessFactors Workforce Analytics and Planning Functional 2H/2022 certification not only validates the candidate's knowledge and skills but also enhances their career prospects by increasing their credibility and visibility in the job market. Certified Application Associate - SAP SuccessFactors Workforce Analytics and Planning Functional 2H/2022 certification is recognized globally and is a valuable asset for individuals who want to pursue a career in HR or SAP SuccessFactors.

NO.42 Which features of Investigate are NOT available in Query Workspace? There are 2 correct answers to this question.

* Select recommended metrics
* View the query as a chart
* Create a custom measure
* Use search for a dimension

NO.43 Under which measure category can you find the Internal Hires measure? Please choose the correct answer.
* Compensation and Benefits
* Workforce Productivity
* Workforce Profile
* Workforce Mobility

NO.44 What is Strategic Analysis step?

Please choose the correct answer.
* You tie financial metrics to the results to model the impact
* You develop future workforce projections for each scenario through forecasting demand, supply and capabilities
* You analyze the business strategy and external environment to anticipate the future state of the business
* You apply risk and strategies to targeted gaps and assign of follow-up action items to implement strategies

NO.45 What task is completed during the Explore phase of the project?

Please choose the correct answer.
* Data Transfer
* Data Questionnaire
* Staging & Verification
* Copy to Production

NO.46 What permissions must you assign to enable the SF HCM user to view the Planning tab in the navigation menu?

Please choose the correct answer.
* Reports Permissions: Workforce Planning
* Reports Permissions: Inform Reports
* Analytics Permissions: Show Analytics
* Analytics Permissions: Show Planning

NO.47 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?

* Gauge
* Image
* Data Source
* Chart

NO.48 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.
* Other Movement
* Promotion
* Internal Movement
* Transfer

NO.49 Based on SAP Success Factors data standards, what Employment Status analysis option value is considered active?

Please choose the correct answer.
* Retired with Pay
* Paid Leave
* Short Work Break
* Retired – Pension Administration

NO.50 Permissions assigned to general users can be applied to which level(s)? Please choose the correct answer.
* Scenarios
* Structures
* Only the whole forecast
* Dimensions

NO.51 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.
* The standard measure that is benchmarked can be changed
* A measure override is required to change the formula
* A change order is required to add a new custom measure
* The standard Measure that is benchmarked CANNOT be changed

NO.52 What does the Tree Security section of a WFA role configure?

Please choose the correct answer.
* Defines the Start Page and any menu restrictions
* Defines exactly which data a user in this role will have access to
* Restricts access to measures from the measures contents menu and all tools
* Defines the tools and dimensions available to the user

NO.53 Which topics are included in the introduction section of the Data Questionnaire?

There are 2 correct answers to this question
* Reporting periods
* Years of history
* Hires and rehires
* FTE

NO.54 Which are output options of the report distributor? there are 3 correct answers
* Publish to web

* E-mail
* DFTP
* Text
* Run offline

NO.55 What view provides the calculation used to derive a result measure?

Please choose the correct answer.
* Result Analytics view
* Result Input view
* Result Table view
* It Benchmark view

NO.56 Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization Please choose the correct answer.
* pot Bonus
* Change Job and Compensation Information
* Terminate/Retire
* Employment Details

NO.57 Which of the following security items are NOT currently transitioned into SAP Success Factors Workforce Analytics with SAP Success Factors role-based permissions roles? There are 3 correct answers to this question.
* Measure restrictions
* Measure classifications
* Reporting positions
* Dimension restrictions
* Select a start page

NO.58 A customer's data questionnaire identifies the ethnic background source table as PA0077, and the source column ad RACKY, and includes a list of 10 codes and mapped tables in the Notes/Example Column. How do you input this information into the specification template? There are 2 correct answers to this question.
* Include the 10 codes in the Ethnic Background table of the Code Mapping tab
* Include the 10 codes in the source column of the Analysis Options tab
* Include PA0077 RACKY in the source of the Hierarchy Options tab
* Include PA0077 RACKY in the source of the Analysis Options tab

NO.59 Which of the following are key features of Workforce Planning?

There are 3 correct answers to this question.
* Spotlight Views
* Risk Analysis
* Forecasting
* Ad-hoc reports
* Best Practice Strategy Bank

NO.60 Based on SAP SuccessFactors data standards, which of the following employees are included in average headcount for March?

There are 3 correct answers to this question.
* An employee terminated on February 28

* An employee hired on February 14
* An employee terminated on March 20
* An employee terminated on March 31
* An employee hired on April 1

NO.61 A customer is concerned about maintaining custom reports if an employee who created the reports leaves the team. What options are available to the customer to manage and update reports created by a departing employee?

Please choose the correct answer.
* Change ownership of the reports in Report Designer to another employee
* Assign another employee to the Report Designer Admin permission
* Share the reports with another employee in Report Designer
* Move the reports to another employee’s folder in Report Designer

NO.62 What does the Settings section of a WFP role configure?

Please choose the correct answer
* Restricts access to measures from the measures contents menu and all tools on site
* Defines the WFP Start Page
* Defines the tools and level of access available to the user
* Displays the number of users assigned to the role

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