



# QUESTION & ANSWER

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**Exam** : **C\_THR89\_2411**

**Title** : SAP Certified Associate –  
Implementation Consultant  
– SAP SuccessFactors  
Workforce Analytics –  
Functional

**Version** : DEMO

1.Ethnic origin data is a US centric dimension and NOT captured for all countries around the world. Your customer is a global company and needs you to recommend how to address this in the system. What do you recommend as the standard approach? Please choose the correct answer.

- A. Use a combination of logic and code mapping to display null values as Unallocated
- B. Logic is not required, null values are automatically reported as Unallocated
- C. Create a Level 1 node that groups data into two categories US and non-US
- D. Use a combination of logic and code mapping to display null values as NOT Reported

**Answer: D**

2.What document should a partner consultant team review to help build an initial project timeline if a technical consultant is provided by SAP? Please choose the correct answer.

- A. Core Workforce and Mobility Metrics Pack Documentation
- B. SAP SuccessFactors WFAP SAP Technical Tasks and Effort
- C. WFAP Project Management Summary Template
- D. Configuration Workbook- Initial WFA/WFP Workforce and Mobility (WFM) Implementation

**Answer: A**

3.Based on SAP Success Factors data standards, what event is included in the standard External Hires measure? Please choose the correct answer.

- A. University graduate recruitment
- B. Acquisitions
- C. Workers paid by a third party
- D. Reclassification of job role

**Answer: A**

4.If you do not enable summation level editing, where can the changes be made? Please choose the correct answer.

- A. The second level of the forecast structure
- B. Any level of the forecast structure
- C. Only the top level and lowest levels of the forecast structure
- D. Only at the lowest level of the forecast structure

**Answer: D**

5.What does the Settings 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: D**