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# **SAP C\_THR89\_2411**

**SAP Certified Associate - Implementation Consultant - SAP  
SuccessFactors Workforce Analytics and Planning**



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## **Product Version**

- ✓ Up to Date products, reliable and verified.
- ✓ Questions and Answers in PDF Format.

# Latest Version: 7.1

## Subjects

1. Workforce Analytics Reporting
2. Workforce Analytics Fundamentals and Navigation
3. Analytics Report
4. Managing Clean Core
5. Core Workforce and Mobility Specification Document
6. Data Questionnaire and Data Standards
7. Administering Workforce Analytics and Planning
8. Workforce Analytics Planning Implementation Methodology

### Topic: 1

#### Workforce Analytics Reporting

#### Question: 1

When you create a query on termination rate by location, the row heading appears as Value. How do you make the following change to a query in the Query Workspace tool (see screenshot)?



	Asia Pacific	Europe	North America
Value	17.2%	2.9%	20.0%

	Asia Pacific	Europe	North America
Termination Rate	17.2%	2.9%	20.0%

- A. Set "Show measures on" to Columns.
- B. Set "Show measures as" to Major grouping.
- C. Set "Show measures as" to Minor grouping.
- D. Set "Show measures on" to Rows.

**Answer: D**

#### Workforce Analytics Reporting

#### Question: 2

How do you make the following change to a query in the Query Workspace tool (see screenshot)?

		Operating Profit per FTE
Asia Pacific	Corporate	\$132,045
	Energy and Utilities	\$146,359
Europe	Corporate	\$254,041
	Energy and Utilities	\$220,463
North America	Corporate	\$496,258
	Energy and utilities	\$171,566
	Government	\$24,540
	Healthcare	\$74,747
	Retail	\$299,006
Healthcare	North America	\$74,747
Retail	North America	\$299,006



	America	
Government	North America	\$24,540
Healthcare	North America	\$74,747
Retail	North America	\$299,006

- A. Move the Location dimension up in the Rows list.
- B. Move the Location dimension down in the Rows list.
- C. Set Location as the Major grouping.
- D. Set Location as the Minor grouping.

**Answer: C**

#### Workforce Analytics Reporting

### Question: 3

A customer is concerned about maintaining custom canvas 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?

Note: There are 2 correct answers to this question.

- A. Label the reports with the label Administrator Report.
- B. Assign another employee to the Canvas Designer Admin permission.
- C. Change author of the reports in Report Center to another employee.
- D. Share the reports with another employee in Report Center.

**Answer: B, C**

#### Workforce Analytics Reporting

### Question: 4

You build a new query in Query Workspace by applying the following:

- Terminations measure to Columns
- Separation Reason dimension to Rows

- Location dimension to Columns
  - Age (20-29) dimension node to Filters
- Which items will NOT appear as row or column headings?  
Note: There are 3 correct answers to this question.

- A. Separation Reason dimension on Rows
- B. Last Year on Time Context
- C. Terminations measure on Columns
- D. Age dimension on Filters
- E. Location dimension on Columns

**Answer: B, C, D**

#### Workforce Analytics Reporting

### Question: 5

You want to build a custom grouping for a dimension that creates a single total from selected nodes. What option within Query Workspace allows you to do this?

- A. Custom Members
- B. Custom Calculations
- C. Custom Sets
- D. New Query

**Answer: C**

#### Workforce Analytics Reporting

### Question: 6

How do you create a custom query that allows a user to filter the structure when viewing the query?  
Note: There are 2 correct answers to this question.

- A. Add Selectable Structure to the query.
- B. Select All Descendants as a qualifier of the specific structure.
- C. Add Selectable Filter to the query.
- D. Check the Use Selectable Structural Context button.

**Answer: A, D**

#### Workforce Analytics Reporting

### Question: 7

In Query Workspace, which of the following are characteristics of a custom measure?

Note: There are 2 correct answers to this question.

- A. They are only available to the user who created them.
- B. They are custom calculated values.
- C. They can be made public for use by other users.
- D. They are custom raw values.

**Answer: B, C**

#### Workforce Analytics Reporting

### Question: 8

Which features of Investigate are NOT available in Query Workspace?

Note: There are 2 correct answers to this question.

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

**Answer: B, D**

#### Workforce Analytics Reporting

### Question: 9

You need to distribute a custom canvas report to managers with the following requirements:

- Automatically runs on the 15th of every month.
- Emails the result of the report to the managers as an attachment.

How do you accomplish this?

- A. Schedule the report with Detailed Reporting.
- B. Schedule the report with Report Distributor.
- C. Schedule the report with Report Center.
- D. Schedule the report with Scheduled Job Manager.

**Answer: B**

#### Workforce Analytics Reporting

### Question: 10

A report administrator creates a new label in Report Center.

Why might a report consumer NOT see the label in Report Center when viewing in Labels view? Note: There are 2 correct answers to this question.

- A. The label was created as private.
- B. The report consumer has a private label with the same label name.
- C. The report consumer does NOT have access to a report assigned that label.
- D. The label is NOT nested in another label.

<b>Answer: A, C</b>
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