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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q24-Q29):

NEW QUESTION # 24

What is the process of identifying and developing internal talent for future key roles called?

- A. Onboarding
- **B. Succession Planning**
- C. Recruitment
- D. performance Management

Answer: B

Explanation:

A. Succession Planning

On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:

"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".

Final correct answer: A. Succession Planning.

NEW QUESTION # 25

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Predictive Analytics
- B. Data Warehousing
- **C. Machine Learning**
- D. SAP Business Technology Platform

Answer: C

Explanation:

Solution:

B. Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.

C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com

D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 26

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It enables users to review budgets and reward team members.
- **B. It allows users to address issues like staffing, searching for talent, and scheduling interviews.**
- C. It offers advanced AI algorithms to automate HR processes.
- **D. It offers easy access to business applications, processes, and information from an intelligent center.**
- **E. It features customizable content applications and a centralized role-specific view.**

Answer: B,D,E

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

C. It features customizable content applications and a centralized role-specific view. Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most

for their roles.

D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .

E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.

A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 27

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this question.

- A. Provide employees with AI-generated recommendations for learning and development.
- **B. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.**
- C. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- **D. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.**

Answer: B,D

Explanation:

Thank you for summarizing.

Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

NEW QUESTION # 28

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Performance goal setting for new employees
- **B. Management of the employee rehiring process**
- C. Career path planning for new employees
- D. Automated employee relocation services

Answer: B

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

- B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com
- C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.
- D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

NEW QUESTION # 29

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