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SAP CERTIFICATION

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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q25-Q30):

## NEW QUESTION # 25

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- A. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- B. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- C. By establishing a single source of truth for people and skills data to drive more informed business decisions
- D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- E. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths

**Answer: A,C,D**

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

- D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
- E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.
- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

- C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

## NEW QUESTION # 26

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- B. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape
- C. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve
- D. By managing uncertainty via real-time planning and scenario analysis
- E. By maintaining customer data for accurate analysis

**Answer: A,B,C**

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.

A. Maintaining customer data for accurate analysis - This is outside HR scope.

E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

### NEW QUESTION # 27

Which of the following is one of the main objectives of the Recruit to Retire business process In SAP SuccessFactors HCM?

- A. To increase sales revenue
- B. To enhance customer relationship management
- C. To optimize supply chain logistics.
- D. To support the activities of the employee lifecycle

**Answer: D**

Explanation:

B . To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

- A. To enhance customer relationship management - Outside the scope of HR processes.
- C. To optimize supply chain logistics - Not part of the HR lifecycle.
- D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.

Final correct answer: B. To support the activities of the employee lifecycle.

### NEW QUESTION # 28

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Global Benefits
- B. Recruiting, Onboarding, and Time Management
- C. Performance Management, Onboarding and Recruiting
- D. Performance Management, Learning and Development, and Customer Experience

**Answer: C**

Explanation:

Solution:

B . Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

- \* Recruiting
- \* Onboarding
- \* Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

- A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.
- C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.
- D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

### NEW QUESTION # 29

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- B. By identifying and addressing modern supply chain challenges
- C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes
- D. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification

**Answer: C**

Explanation:

Solution:

B . By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

- \* Automating and improving workforce planning through autonomous analysis of SAP and third-party data
- \* Enabling more engaging, AI-driven employee experiences
- \* Optimizing HR processes for greater efficiency.

The other options are not applicable:

- \* A focuses on supplier information and workflows, which is outside the HR domain.
- \* C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
- \* D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

## NEW QUESTION # 30

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