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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• SAP SuccessFactors Core HR and Payroll: This section of the exam measures the skills of HR Technology Analysts and focuses on core human capital management capabilities offered by SuccessFactors. It includes topics related to Employee Central, payroll integration, and localization. The goal is to assess the understanding of how core HR data is managed, maintained, and used for payroll and compliance purposes within a global framework using SAP's cloud-based HR solutions.

Topic 2	• Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions: This section of the exam measures the skills of SAP Solution Consultants and covers the integration and value proposition of SAP SuccessFactors HCM within the broader SAP Business Suite. It includes understanding how SuccessFactors complements existing SAP systems, supports cloud transformation, and enables businesses to shift from transactional systems to strategic HR processes. The section evaluates the ability to communicate the benefits and positioning of SuccessFactors in line with modern enterprise needs.
Topic 3	• SAP SuccessFactors Talent Management: This section of the exam measures the skills of Talent Management Specialists and covers areas related to recruiting, onboarding, learning, performance, goals, and succession planning within the SuccessFactors suite. It evaluates knowledge of how these modules work together to support the full talent lifecycle and how they help organizations attract, develop, and retain top talent through an integrated and strategic approach to talent management.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

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

Answer: C

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 # 22
'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- A. Project management tools
- B. Organizational charts
- C. Software development kits
- D. Data analyss toots

Answer: B,D

Explanation:
A . Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com.
☐ D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data- driven insights to streamline HR processes and support compliance .
☐ B. Software development kits - Not included in these template offerings.
☐ C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.
Correct answers: A and D.

NEW QUESTION # 23
What i the purpose of total workforce management from SAP?

- A. Analyzinghistorical data forstrategic planning
- B. Proviing a clear view of the entire workforce
- C. Proactively managing full-time employees
- D. Automating only manual processes.

Answer: B

Explanation:
A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.
The other options don't match the SAP description exactly:
* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .
* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.
* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.
Correct answer: A.

NEW QUESTION # 24
Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite?Note: There are 2 correct ansviers o this question

- A. Ardriven career growth and development
- B. Employee ata management
- C. sales performance management
- D. Continuous performance management

Answer: A,D

Explanation:
Solution:
A . AI-driven career growth and development
Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.
☐ C. Continuous performance management
The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.
☐ B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.
☐ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.
Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 25

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

- A. Provicie employees with AI-generated recommendations for earning and development.
- B. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- C. inegrate and connect HR data,processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Use 54P process automation tools to streamline manual, repetiive, and error-prone tasks.

Answer: C,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 # 26

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