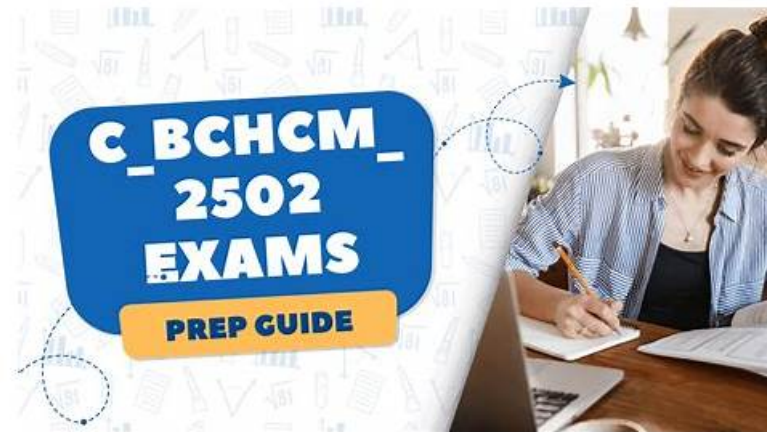


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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q27-Q32):

### NEW QUESTION # 27

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

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

**Answer: A**

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 # 28

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. Reduction in time to hire:
- B. Usability of analytics tools
- C. increased customer engagement
- D. Reduction in turnover

**Answer: A,D**

Explanation:

B. Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.

The other options are not directly listed as key business value drivers on learning.sap.com:

\* A. Increased customer engagement is unrelated to HR/talent management solutions.

\* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

### NEW QUESTION # 29

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing quarterly payroll evaluation review sessions
- B. By providing automatic end-of-month payment reviews
- C. Through real-time time valuation and continuous payroll
- D. Through the use of intelligent dashboards and reports

**Answer: C,D**

Explanation:

Solution:

D. Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee

Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

- C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .
- A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.
- B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

### NEW QUESTION # 30

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- B. Employees can identify ways to streamline and make the onboarding process more efficient.
- C. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- D. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

**Answer: A,D**

Explanation:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

- A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.  
\* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

\* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."  
learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

### NEW QUESTION # 31

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Automated future workforce assignment
- B. Reskilling workforces at scale:
- C. Real-time gamification for employee learning
- D. Headcount reporting metrics

**Answer: D**

Explanation:

B. Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com

- A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.
- C. Automated future workforce assignment - Workforce planning is not referenced in the context of real-time insights in Employee Central.
- D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

### NEW QUESTION # 32

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