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SAP C-BCHCM-2502 Prüfungsplan:

Thema	Einzelheiten
Thema 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.
Thema 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.

Thema 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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>> C-BCHCM-2502 Deutsche Prüfungsfragen <<

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Die Feedbacks von den IT-Fachleuten, die SAP C-BCHCM-2502 Zertifizierungsprüfung erfolgreich bestanden haben, haben bewiesen, dass ihren Erfolg Pass4Test beizumessen ist. Die Fragen und Antworten zur SAP C-BCHCM-2502 Zertifizierungsprüfung haben ihnen sehr geholfen. Dabei erspart Pass4Test ihnen auch viele wertvolle Zeit und Energie. Sie haben die SAP C-BCHCM-2502 Zertifizierungsprüfung ganz mühelos beim ersten Versuch bestanden. So ist Pass4Test eine zuverlässige Website. Wenn Sie Pass4Test wählen, sind Sie der nächste erfolgreiche IT-Fachmann. Pass4Test würde Ihren Traum verwirklichen.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions C-BCHCM-2502 Prüfungsfragen mit Lösungen (Q21-Q26):

21. Frage

Which of the following is a key technology that Supports the SAP SuccessFactors HCM Suite? Note: There are 2 correct answers to this question

- A. Augmented intelligence analytics.
- B. Blockchain integration layer
- C. SAP Business AI
- D. SAP Business Technology Platform

Antwort: A,D

Begründung:

Solution:

A . SAP Business Technology Platform

SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.

☐ C. Augmented intelligence (AI) analytics

The suite leverages SAP Business AI-powered by machine learning and generative AI to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.

☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).

☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com

Final correct answers (per learning.sap.com): A and C.

22. Frage

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Attributes Library
- B. Skills Ontology
- C. Recruiting Dashboard
- D. Growth Portfolio
- E. SAP Business AI

Antwort: A,B,D

Begründung:

B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.

☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.

☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

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

23. Frage

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

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

Antwort: A,C

Begründung:

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.

24. Frage

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

Antwort: B,C,E

Begründung:

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.

25. Frage

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

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

Antwort: D

Begründung:

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.

26. Frage

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