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## Test Labs

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### SAP C\_BRSM\_2020 Exam Syllabus Topics:

| Topic   | Details   |
|---------|---|
| Topic 1 | <ul style="list-style-type: none"> <li>Describe the Billing and Revenue Innovation Management Solution (BRIM) components</li> <li>Master Data (Business Partner, Contract Account and Product Master Data)</li> </ul>     |
| Topic 2 | <ul style="list-style-type: none"> <li>Explain the BRIM Processes starting from Provider Order, Rate Usage, Run Dunning</li> <li>Integration to CC</li> <li>Integration to CI and SAP Fiori</li> </ul>                    |
| Topic 3 | <ul style="list-style-type: none"> <li>Explain integration aspects within the SAP BRIM architecture (flow of data objects)</li> <li>Material and the need for the BRIM Solution</li> </ul>                                |
| Topic 4 | <ul style="list-style-type: none"> <li>Describe the creation and change processes of Subscription Contract</li> <li>Explain the data objects Business Partner, Subscription Order</li> <li>Contract</li> </ul>            |
| Topic 5 | <ul style="list-style-type: none"> <li>Partner Agreement, Sharing Contract, Master Agreement, and Solution Quotation</li> <li>Data objects, integration technology and replication of the contract within BRIM</li> </ul> |

### SAP Certified Application Associate - SAP Billing and Revenue Innovation Mgmt. - Subscription Order Management Sample Questions (Q63-Q68):

#### NEW QUESTION # 63

Which business partner role is required to trigger the business partner replication from SAP S/4HANA to SAP Convergent Charging?

- A. Service Recipient
- B. Sold-to-Party
- C. Contract partner
- D. FI Customer

Answer: C

#### NEW QUESTION # 64

Which Allowance possibilities do Allowance Definition groups offer for creating an allowance in SAP Convergent Charging? Note: There are 3 correct answers to this question.

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

| Topic   | Details   |
|---------|---|
| Topic 1 | <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 2 | <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 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 (Q11-Q16):

#### NEW QUESTION # 11

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

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

**Answer: A,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 # 12

Which of the following i one of the main objectives of the Recruit to Retie business process In SAP SiccessFactors HCM?'

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

**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 # 13

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

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

**Answer: A**

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 # 14

Which of the following best describes the concept of people sustainability?

- **A. Treating people ethically and fairly**
- B. paying employees a living wage
- C. Identifying the skills required to support sustainability initiatives
- D. Providing employees with benefits such as healthcare.

**Answer: A**

Explanation:

C. Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

\* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.

\* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

\* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

### NEW QUESTION # 15

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

- A. Automated future workforce assignment
- **B. Headcount reporting metrics**
- C. Real-time gamification for employee learning

- D. Reskilling workforces at scale:

**Answer: B**

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 # 16

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