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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q14-Q19):

NEW QUESTION # 14

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

- A. 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
- B. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- C. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- D. By establishing a single source of truth for people and skills data to drive more informed business decisions
- E. By streamlining the source-to-pay process, enhancing procurement activities and business performance.

Answer: B,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 # 15

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

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

Answer: A

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 # 16

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

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

Answer: A

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 # 17

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It offers easy access to business applications, processes, and information from an intelligent center.
- B. It offers advanced AI algorithms to automate HR processes.
- C. It enables users to review budgets and reward team members.
- D. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- E. It features customizable content applications and a centralized role-specific view.

Answer: A,D,E

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

- C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
- D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information.
- E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
- A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

- B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 18

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Collaborative workspaces

- B. Role-based security and compliance:
- C. Data-driven payroll insights
- D. Personalized guided experiences

Answer: A,D

Explanation:

A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction.

C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

NEW QUESTION # 19

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