

最高C_BCHCM_2502 | 実際的なC_BCHCM_2502日本語版トレーニング試験 | 試験の準備方法SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions無料過去問



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SAP C_BCHCM_2502 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">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.
トピック 2	<ul style="list-style-type: none">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.
トピック 3	<ul style="list-style-type: none">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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions 認定 C_BCHCM_2502 試験問題 (Q24-Q29):

質問 # 24

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. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
- C. Employees can identify ways to streamline and make the onboarding process more efficient.
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

正解: A、B

解説:

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.

質問 # 25

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question

- A. The ability to automate HR workflows
- B. The ability to equip employees with self-service tools
- C. The ability to create interactive analytics and reports
- D. The use of AI to eliminate human interaction in HR related workflows.

正解: A、B

解説:

- A. The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.
- C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.
 - B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.
 - D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.
- Final correct answers (per learning.sap.com): A and C.

質問 # 26

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

正解: B、D

解説:

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.

質問 # 27

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. Software development kits
- C. Project management tools
- **D. Data analysis tools**

正解: A、D

解説:

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.

質問 # 28

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

正解: A、C、D

解説:

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

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