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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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The Practice Exam software is specially made for the students so they can feel real-based examination scenarios and feel some

pressure on their brains and don't feel excessive issues while giving the final SAP exam. There are a lot of customers that are currently using SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C\_BCHCM\_2502) and are satisfied with it. PassLeaderVCE has designed this product after getting positive feedback from professionals and is rated one of the best study materials for the preparation of the SAP C\_BCHCM\_2502 exam.

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q22-Q27):

### NEW QUESTION # 22

What does the Develop to Grow process emphasize?

- A. Attracting talented candidates
- B. Evaluating potential candidates
- **C. Setting employee goals and their continuous growth**
- D. Onboardinnewg hires

**Answer: C**

Explanation:

Solution:

B . Setting employee goals and their continuous growth

According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

- \* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
- \* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
- \* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.

Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

### NEW QUESTION # 23

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Performance goal setting for new employees
- B. Career path planning for new employees
- C. Automated employee relocation services
- **D. Management of the employee rehiring process**

**Answer: D**

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

- B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com
- C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.
- D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

### NEW QUESTION # 24

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 enabling agile and compliant HR in an increasingly complex legal and regulatory landscape**

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

**Answer: A,B,C**

Explanation:

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.

#### NEW QUESTION # 25

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

**Answer: B,D,E**

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 # 26

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

- A. Predictive Analytics

- B. sAP Business Technology Platform
- **C. Machine Learning**
- D. Data Warehousing

**Answer: C**

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 # 27

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