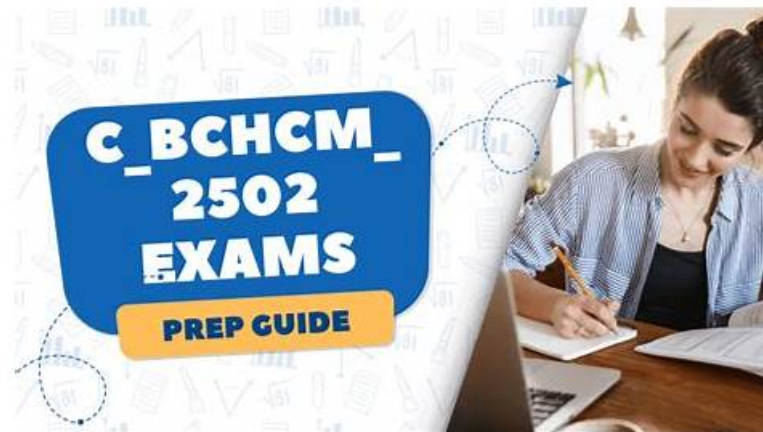


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### SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
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>• 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>
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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q17-Q22):

### NEW QUESTION # 17

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 maintaining customer data for accurate analysis
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve
- E. By managing uncertainty via real-time planning and scenario analysis

**Answer: A,C,D**

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 # 18

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform? Note: There are 2 correct answers to this question.

- A. Provide employees with AI-generated recommendations for learning and development.
- B. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.
- C. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

**Answer: B,C**

Explanation:

Thank you for summarizing.

☐ Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

- ☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes. SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems—including hybrid and legacy systems.
- ☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

☐ C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

### NEW QUESTION # 19

What does the Develop to Grow process emphasize?

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

**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 # 20

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

- A. Blockchain inegration ayer
- B. Augmented intelligence analytics.
- C. 5aP Business Technology Platform
- D. 5aP BusinesAsl

**Answer: B,C**

Explanation:

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.

### NEW QUESTION # 21

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

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

**Answer: C**

Explanation:

Solution:

B. Performance Management, Onboarding, and Recruiting

As outlined on [learning.sap.com](https://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 # 22

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