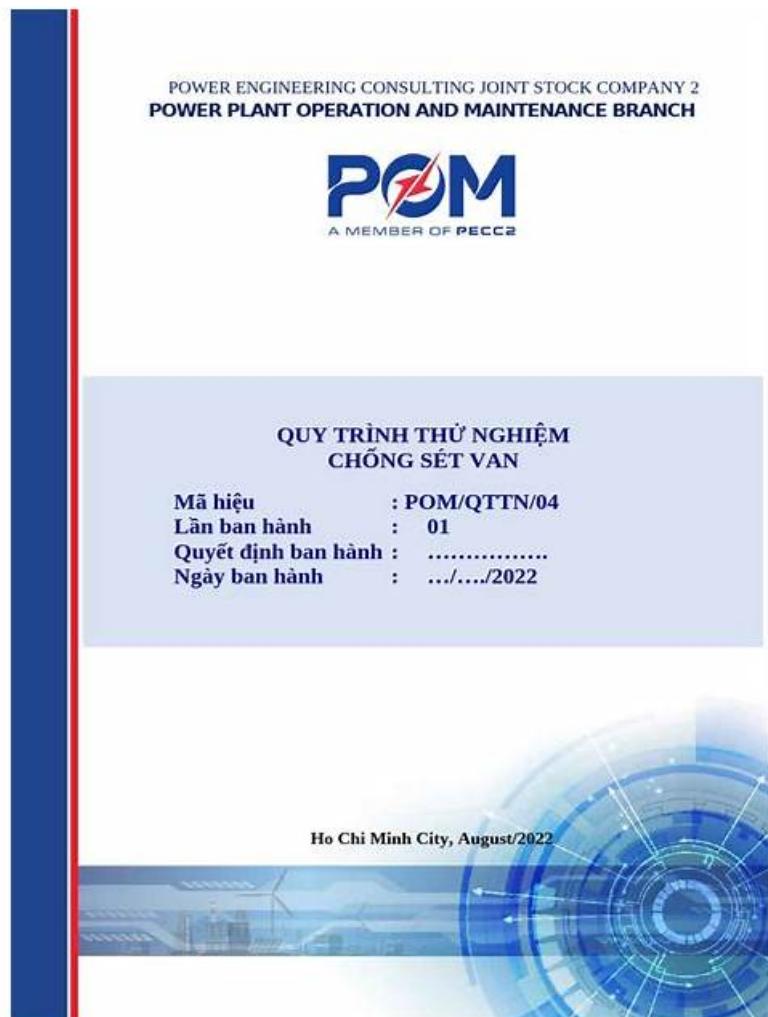


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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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.
Topic 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 Sample Questions (Q11-Q16):

NEW QUESTION # 11

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. Data-driven payroll insights
- C. Role-based security and compliance
- 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 # 12

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. Automatic candidate screening and final selection
- B. Ability to automate the candidate-to-employee conversion process
- C. AI features for job description content generation and candidate skills matching

- D. Automated job distribution to job boards and sourcing channels

Answer: C,D

Explanation:

Solution:

B . AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

A. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com.

Final correct answers: B and C.

NEW QUESTION # 13

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

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

Answer: B

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 is a key technology that supports the SAP SuccessFactors HCM Suite? Note: There are 2 correct answers to this question

- A. SAP Business Technology Platform
- B. SAP Business AI
- C. Augmented intelligence analytics.
- D. Blockchain integration layer

Answer: A,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 # 15

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. Through real-time time valuation and continuous payroll
- B. By providing automatic end-of-month payment reviews
- C. By providing quarterly payroll evaluation review sessions
- D. Through the use of intelligent dashboards and reports

Answer: A,D

Explanation:

Solution:

D . Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .

A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

NEW QUESTION # 16

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