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## SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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>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>

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q13-Q18):

### NEW QUESTION # 13

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

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

**Answer: A,C,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 # 14

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. increased customer engagement
- B. Usability of analytics tools
- **C. Reduction in turnover**
- **D. Reduction in time to hire:**

**Answer: C,D**

Explanation:

B . Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com

The other options are not directly listed as key business value drivers on learning.sap.com:

\* A. Increased customer engagement is unrelated to HR/talent management solutions.

\* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

#### NEW QUESTION # 15

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- **A. Learning and development**
- **B. Core HR and payroll**
- **C. Talent management**
- D. strategic planning
- E. Customer experience

**Answer: A,B,C**

Explanation:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

A. Learning and development

\* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

B. Core HR and payroll

\* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

C. Talent management

\* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

## NEW QUESTION # 16

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

**Answer: A,D**

Explanation:

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.

## NEW QUESTION # 17

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

**Answer: B,D**

Explanation:

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.

## NEW QUESTION # 18

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