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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 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 3	<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>

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

### NEW QUESTION # 22

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Headcount reporting metrics
- B. Reskilling workforces at scale:
- C. Real-time gamification for employee learning
- D. Automated future workforce assignment

**Answer: A**

Explanation:

B. Headcount reporting metrics - As noted on [learning.sap.com](https://learning.sap.com), SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization [learning.sap.com](https://learning.sap.com).

- A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.
- C. Automated future workforce assignment - Workforce planning is not referenced in the context of real-time insights in Employee Central.
- D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from [learning.sap.com](https://learning.sap.com)): B. Headcount reporting metrics.

### NEW QUESTION # 23

What is the purpose of total workforce management from SAP?

- A. Analyzing historical data for strategic planning
- B. Proactively managing full-time employees
- C. Automating only manual processes.
- D. Providing a clear view of the entire workforce

**Answer: D**

Explanation:

A. Providing a clear view of the entire workforce - As stated on [learning.sap.com](https://learning.sap.com), "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.

The other options don't match the SAP description exactly:

\* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time.

\* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on [learning.sap.com](https://learning.sap.com).

\* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.

Correct answer: A.

#### NEW QUESTION # 24

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

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

**Answer: A,B**

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 # 25

What is the process of identifying and developing internal talent for future key roles called?

- A. Succession Planning
- B. Onboarding
- C. performance Management
- D. Recruitment

**Answer: A**

Explanation:

A. Succession Planning

On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:

"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".

Final correct answer: A. Succession Planning.

#### NEW QUESTION # 26

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

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

**Answer: A**

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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