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SuccessFactors HCM Solutions Sample Questions (Q13-Q18):

NEW QUESTION # 13
Which o the following are components of the Talent Intelligence Hb n the SAP SiccessFactors Talent Management Sute? Note: There are 3 correct ansviers to this questio n.

- A. Skils Ontology
- B. Recruiting Dashboard
- C. Growth Portfolio
- D. Anributes Library
- E. AP Business Al

Answer: A,C,D

Explanation:
B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.
☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.
☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.
☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.
☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.
Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 14
What does the Develop to Grow process emphasize?

- A. Onboardinnewg hires
- B. Attracting telented candidates
- C. Setting employee goals and their continuous grovth
- D. Evaluating potential 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 # 15
Which of the following is a capabilty of SAP SuccessFactors Onboarding?

- A. Performance goal setting for new employees
- B. Automated employee relocation services
- C. Career path planning for new employees
- 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 # 16
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Machine Learning
- B. Data Warehousing
- C. sAP Business Technology Platiorm
- D. Prediciive Analytics

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 # 17
Which of the following applications are components of SAP SuccessFactors Talent Management?

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

Answer: D

Explanation:
Solution:
B . Performance Management, Onboarding, and Recruiting
As outlined on 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 # 18

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