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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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.
Topic 3	• 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q16-Q21):

NEW QUESTION # 16
How oes SAP SuccessFactors support HR leaders with the help ofAl agents?

- A. Byidentitying and addressing moden supply chain challenges
- B. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, and uncovering new opportunities for engagement
- C. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- D. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication

Answer: C

Explanation:
Solution:
B . By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:
* Automating and improving workforce planning through autonomous analysis of SAP and third-party data
* Enabling more engaging, AI-driven employee experiences
* Optimizing HR processes for greater efficiency.
The other options are not applicable:
* A focuses on supplier information and workflows, which is outside the HR domain.
* C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
* D relates to supply chain challenges, not the HR capabilities of SuccessFactors.
Correct answer: B.

NEW QUESTION # 17
Which o the following are key business value crivers for SAP SuccessFactors Talent Management solutions?Note: There are 2 correct ansviers o this question

- A. Usability of analytics tools
- B. increased customer engagement

- C. Reduction n twmover
- D. Reduction in titmo heire:

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 # 18

Which of the following are features of SAP SuccessFactors Recruting?Note: There are 2 correct answers to this questio n.

- A. Automatic canciciate screening and final selection
- B. Automated job distrbtion o job boards and sourcing channels
- C. Abilty to automate the candidate-o-employee conversion process
- D. Al features for job description content generation and candidate skilis matching

Answer: B,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 # 19

Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Prediciive Analytics
- B. Machine Leaming
- C. sAP Business Technology Platiorm
- 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 # 20

Which of the following best describes the concept of people sustainabilty?

- A. Identifyitnhge skills required to support sustainability initiatives
- B. Proviing employees with benefits such as healthcare.
- C. paying employeesa ving wage
- D. Treating people ethically and fairly

Answer: D

Explanation:

C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.

* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 21

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