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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q27-Q32):

NEW QUESTION # 27

SAP SuccessFactors Performance and Goals enables organizations to do which of the following? Note: There are 2 correct answers to this question.

- A. Help employees discover new growth and development opportunities
- B. Use AI-generated goals and automated workflows.
- C. Track and measure dynamic teams' success with objectives and key results.
- D. Automate and simplify employee compensation planning.

Answer: B,C

Explanation:

Solution:

A . Track and measure dynamic teams' success with objectives and key results.

SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.

B. Use AI-generated goals and automated workflows.

The platform includes generative AI to create goals and automates workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.

C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.

D. Help employees discover new growth and development opportunities - While performance tools support employee development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.

Final correct answers (per learning.sap.com): A and B.

NEW QUESTION # 28

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

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

Answer: B,C,D

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 # 29

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

- A. Treating people ethically and fairly
- B. Identifying the skills required to support sustainability initiatives

- C. paying employees a living wage
- D. Providing employees with benefits such as healthcare.

Answer: A

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 # 30

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It offers advanced AI algorithms to automate HR processes.
- B. It offers easy access to business applications, processes, and information from an intelligent center.
- C. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- D. It enables users to review budgets and reward team members.
- E. It features customizable content applications and a centralized role-specific view.

Answer: B,C,E

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

- C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
- D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .
- E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
- A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

- B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 31

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Automated employee relocation services
- B. Management of the employee rehiring process
- C. Career path planning for new employees
- D. Performance goal setting for new employees

Answer: B

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 # 32

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