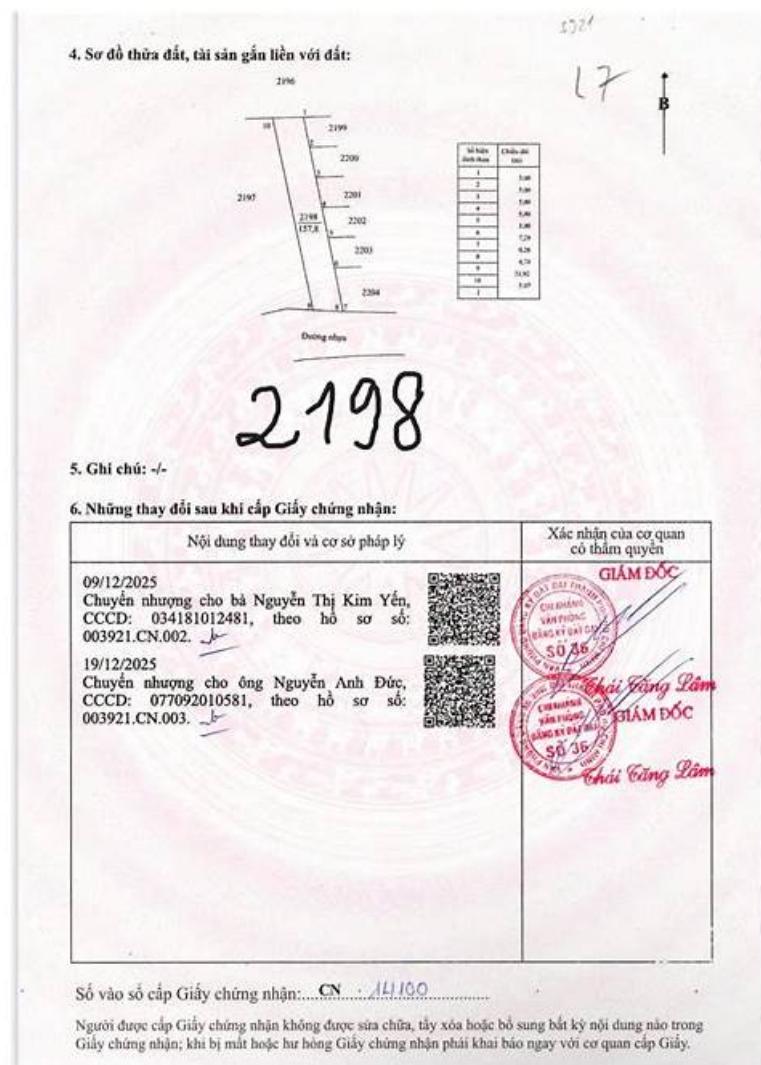


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## **SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q24-Q29):**

### **NEW QUESTION # 24**

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

- A. Onboarding
- B. Performance Management
- **C. Succession Planning**
- D. Recruitment

**Answer: C**

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 # 25**

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

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

**Answer: C**

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 # 26**

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

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

**Answer: C**

Explanation:

B . Headcount reporting metrics - As noted on 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

- 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): B. Headcount reporting metrics.

#### NEW QUESTION # 27

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

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

**Answer: B,C,E**

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 # 28

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- A. To enhance customer relationship management
- B. To support the activities of the employee lifecycle
- C. To optimize supply chain logistics.
- D. To increase sales revenue

**Answer: B**

Explanation:

B. To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

- A. To enhance customer relationship management - Outside the scope of HR processes.
- C. To optimize supply chain logistics - Not part of the HR lifecycle.
- D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.

Final correct answer: B. To support the activities of the employee lifecycle.

#### NEW QUESTION # 29

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