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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 (Q15-Q20):

### NEW QUESTION # 15

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Data-driven payroll insights
- B. Personalized guided experiences
- C. Collaborative workspaces
- D. Role-based security and compliance:

**Answer: B,C**

Explanation:

A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction.

C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

### NEW QUESTION # 16

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

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

**Answer: A**

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 # 17

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- **B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- C. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- D. By identifying and addressing modern supply chain challenges

**Answer: B**

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 # 18

What is the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Automating HR workflows
- B. Providing data-driven insights for strategic decision-making
- **C. Managing complex IT landscapes**
- D. Creating comprehensive reports for HR processes.

**Answer: C**

Explanation:

Solution:

C. Managing complex IT landscapes

According to learning.sap.com, SAP LeanIX is used to manage complex IT landscapes, providing a comprehensive view of application portfolios, technology dependencies, and enterprise architecture. This supports seamless integration between SAP SuccessFactors Employee Central and other systems, aiding IT governance and strategic alignment.

- A. Automating HR workflows - This is a capability of SAP Signavio or BTP, not LeanIX.
- B. Creating comprehensive reports for HR processes - While LeanIX can improve reporting capabilities, its primary role is landscape management, not HR reporting.
- D. Providing data-driven insights for strategic decision-making - LeanIX supports insights in the context of IT architecture, but this isn't its primary defined role in the integration scenario.

Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

### NEW QUESTION # 19

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

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

**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

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