

C_BCHCM_2502 Übungstest: SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions & C_BCHCM_2502 Braindumps Prüfung



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SAP C_BCHCM_2502 Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none"> 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.
Thema 2	<ul style="list-style-type: none"> 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.

Thema 3	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions C_BCHCM_2502 Prüfungsfragen mit Lösungen (Q22-Q27):

22. Frage

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing quarterly payroll evaluation review sessions
- B. By providing automatic end-of-month payment reviews
- C. Through the use of intelligent dashboards and reports
- D. Through real-time time valuation and continuous payroll

Antwort: C,D

Begründung:

Solution:

D. Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .

A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

23. Frage

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question

- A. Continuous performance management
- B. Employee data management
- C. Ardriven career growth and development
- D. sales performance management

Antwort: A,C

Begründung:

Solution:

A . AI-driven career growth and development

Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.

C. Continuous performance management

The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.

B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.

D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.

Final correct answers (from learning.sap.com): A and C.

24. Frage

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

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

Antwort: A

Begründung:

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.

25. Frage

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. Employees can identify ways to streamline and make the onboarding process more efficient.
- **B. People managers can accelerate key decision-making by quickly identifying employee skills gaps.**
- **C. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.**
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

Antwort: B,C

Begründung:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."

C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."

learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

26. Frage

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. increased customer engagement
- B. Reduction in time to hire:
- C. Reduction in turnover
- D. Usability of analytics tools

Antwort: B,C

Begründung:

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.

27. Frage

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