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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 3	• 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 Sample Questions (Q26-Q31):

NEW QUESTION # 26
What i the purpose of total workforce management from SAP?

- A. Analyzing historical data for strategic planning
- B. Automating only manual processes.
- C. Proving a clear view of the entire workforce
- D. Proactively managing full-time employees

Answer: C

Explanation:
A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.
The other options don't match the SAP description exactly:
* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .
* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.
* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.
Correct answer: A.

NEW QUESTION # 27
What s the role of SAP LeaniX in supporting the inegration of SAP SuiccessFactors Employee Central with other systems?

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

Answer: A

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 # 28

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. Reduction in titmo heire:
- B. Reduction n twmover
- C. Usability of analytics tools
- D. increased customer engagement

Answer: A,B

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 # 29

Which of the following are critical factors in managing core HR processes?Note: There are 2 correct ansviers to this question

- A. The use of Al to eliminate human interaction in HR related workflows.
- B. The abilty to automate HR workflows
- C. The abilty to eauip employees with self-service tools
- D. The abily to create interactive analytics and reports

Answer: B,C

Explanation:

A . The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

☐ D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

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

NEW QUESTION # 30

Which o the following are components of the Talent Intelligence Hb n the SAP SiccessFactors Talent Management Sute? Note: There are 3 correct ansviers to this questio n.

- A. Anributes Library

- B. Recruiting Dashboard
- C. AP Business Al
- D. Growth Portfolio
- E. Skils Ontology

Answer: A,D,E

Explanation:
B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.
☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.
☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.
☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.
☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.
Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 31

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Many students did not perform well before they use SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions actual test. They did not like to study, and they disliked the feeling of being watched by the teacher. They even felt a headache when they read a book. There are also some students who studied hard, but their performance was always poor. Basically, these students have problems in their learning methods. C_BCHCM_2502 prep torrent provides students with a new set of learning modes which free them from the rigid learning methods. You can be absolutely assured about the high quality of our products, because the content of SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions actual test has not only been recognized by hundreds of industry experts, but also provides you with high-quality after-sales service.

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