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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
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	• 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

NEW QUESTION # 30
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 n twmover
- B. Usability of analytics tools
- C. Reduction in titmo heire:
- D. increased customer engagement

Answer: A,C

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 # 31
What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

- A. Core HR, Time and Payroll. |Talent Acquisition |Leaming and Talent Management | Workiorce Analytics and Planning | HR Compliance
- B. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- C. Core HR, Time and Payroll | Working Capital | Learming and Talent Management | Workforce Analytics and Planning | HR Compliance
- D. Talent Acqisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance

Answer: A

Explanation:
B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR

Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:
* Core HR, Time & Payroll
* Talent Acquisition (recruiting/onboarding)
* Learning & Talent Management
* Workforce Analytics & Planning
* HR Compliance
This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.
The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).
Final correct answer: B.

NEW QUESTION # 32
Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite?Note: There are 2 correct ansviers o this question

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

Answer: B,C

Explanation:
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.

NEW QUESTION # 33
What i the process ofidentifying and developing internal talent fo future key roles called?

- A. Onboarding
- B. Succession Planning
- C. Recruitment
- D. performance Management

Answer: B

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 # 34
How does SAP SuiccessFactors Employee Central Payrollimprove payrol accuracy?

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

Answer: A,B

Explanation:
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.

NEW QUESTION # 35

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