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>> SAP C-BCHCM-2502試験感想 <<

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions 認定 C-BCHCM-2502 試験問題 (Q30-Q35):

質問 # 30

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

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

正解: B

解説:

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.

質問 # 31

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

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

正解: A、D

解説:

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.

質問 # 32

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform? Note: There are 2 correct answers to this question.

- A. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- B. Provide employees with AI-generated recommendations for learning and development.
- C. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.
- D. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

正解: C、D

解説:

Thank you for summarizing.

☐ Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

☐ C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

質問 # 33

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve
- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- C. By maintaining customer data for accurate analysis
- D. By managing uncertainty via real-time planning and scenario analysis
- E. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape

正解: A、B、E

解説:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

☐ B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.

☐ C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .

☐ D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.

☐ A. Maintaining customer data for accurate analysis - This is outside HR scope.

☐ E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

質問 # 34

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

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

- D. Automated employee relocation services

正解: C

解説:

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.

質問 #35

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