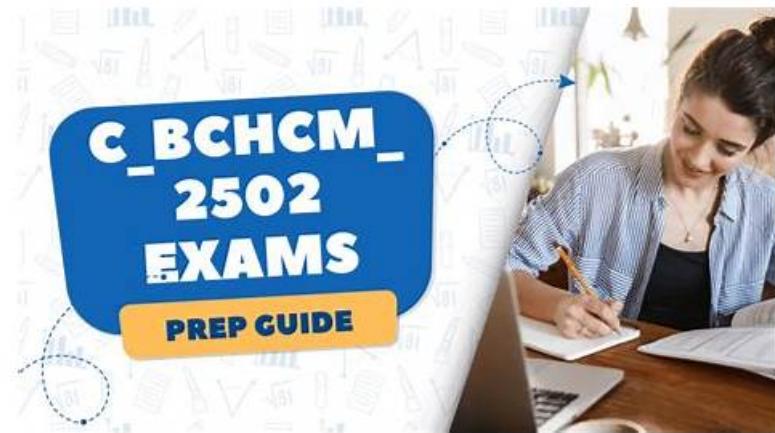


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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details

Topic 1	<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.
Topic 2	<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.
Topic 3	<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.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q15-Q20):

NEW QUESTION # 15

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

- A. The ability to automate HR workflows**
- B. The ability to create interactive analytics and reports
- C. The ability to equip employees with self-service tools**
- D. The use of AI to eliminate human interaction in HR related workflows.

Answer: A,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 # 16

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

- A. Core HR, Time and Payroll, Talent Acquisition, Learning and Talent Management, Workforce Analytics and Planning, HR Compliance**
- B. Core HR, Time and Payroll, Talent Acquisition, Learning and Talent Management, Integrated Business Planning, HR Compliance
- C. Talent Acquisition, Learning and Talent Management, Workforce Analytics and Planning, Risk & Compliance
- D. Core HR, Time and Payroll, Working Capital, Learning and Talent Management, Workforce Analytics and Planning, HR 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 # 17

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. Sales performance management
- C. Employee data management
- D. AI-driven career growth and development

Answer: A,D

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 # 18

SAP SuccessFactors Performance and Goals enables organizations to do which of the following? Note: There are 2 correct answers to this question.

- A. Help employees discover new growth and development opportunities
- B. Use AI-generated goals and automated workflows.
- C. Automate and simplify employee compensation planning.
- D. Track and measure dynamic teams' success with objectives and key results.

Answer: B,D

Explanation:

Solution:

A . Track and measure dynamic teams' success with objectives and key results.

SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.

B. Use AI-generated goals and automated workflows.

The platform includes generative AI to create goals and automate workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.

C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.

D. Help employees discover new growth and development opportunities - While performance tools support employee

development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.

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

NEW QUESTION # 19

'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- A. Software development kits
- B. Project management tools
- C. Organizational charts
- D. Data analysis tools

Answer: C,D

Explanation:

A . Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com

□ D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data- driven insights to streamline HR processes and support compliance .

□ B. Software development kits - Not included in these template offerings.

□ C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.

Correct answers: A and D.

NEW QUESTION # 20

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