

C-OCM-2503全真問題集 & C-OCM-2503実際試験



ちなみに、It-Passports C-OCM-2503の一部をクラウドストレージからダウンロードできます：
<https://drive.google.com/open?id=1xLGnGqlqPIXVH0s3XMRawODnHXMffgf>

C-OCM-2503試験問題はすべて、99%~100%の高い合格率を持ち、有効です。C-OCM-2503学習ガイドの非周期性を修正します。購入したものが最新かつ高品質のC-OCM-2503準備資料であることをご安心ください。C-OCM-2503実践準備はお金に見合う価値があることを保証します。すべてのユーザーはC-OCM-2503試験ガイドの恩恵を受けます。試験に不合格になった場合、すぐに全額のダンプを返金します。余分なペニーはすべてその価値に値します。C-OCM-2503テストの質問が最良の選択です。

C-OCM-2503学習教材は、主に合格率に反映される高品質です。当社の製品は、他の学習教材よりも高い合格率を約束できます。C-OCM-2503学習教材を使用した99%の人々が試験に合格し、認定を取得しました。C-OCM-2503学習教材の合格率が99%であることは間違いありません。だから私たちの製品はあなたにとって非常に良い選択になるでしょう。試験に合格して証明書を取得できるかどうか不安な場合は、学習ツールとしてC-OCM-2503学習教材を購入する必要があると思います。当社の製品はあなたに良い助けを与えてくれます。

>> C-OCM-2503全真問題集 <<

SAP C-OCM-2503実際試験 & C-OCM-2503テスト対策書

It-Passportsを選ぶかどうか状況があれば、弊社の無料なサンプルをダウンロードしてから、決めても大丈夫です。こうして、弊社の商品はどのくらいあなたの力になるのはよく分かっています。It-PassportsはSAP C-OCM-2503認証試験を助けて通じての最良の選択で、100%のSAP C-OCM-2503認証試験合格率のはIt-Passports最高の保証でございます。君が選んだのはIt-Passports、成功を選択したのに等しいです。

SAP C-OCM-2503 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">• Change Realization: This section of the exam measures the skills of a Transformation Consultant and includes the practical execution of change initiatives. It covers how change plans are implemented in real-world scenarios, ensuring that the intended benefits are realized and reinforced throughout the organization.
トピック 2	<ul style="list-style-type: none">• Organizational Change Management Methodology: This section of the exam measures the skills of a Change Manager and covers the foundational principles and structured approach used in managing organizational change effectively. It highlights the importance of aligning change efforts with business goals while providing a framework for guiding transformation initiatives.

トピック 3	<ul style="list-style-type: none"> • Organizational Change Management Set-up: This section of the exam measures the skills of a Transformation Consultant and addresses the initial planning and structuring of change management activities. It focuses on preparing the organization, setting up governance structures, and identifying roles and responsibilities to drive change successfully.
トピック 4	<ul style="list-style-type: none"> • Change Strategy: This section of the exam measures the skills of a Change Manager and centers on formulating the right strategy for managing organizational change. It includes defining the direction, scope, and impact of change efforts while ensuring alignment with strategic business objectives.
トピック 5	<ul style="list-style-type: none"> • Change Effectiveness: This section of the exam measures the skills of a Transformation Consultant and evaluates how well the change has been adopted and integrated into the organization. It involves tracking metrics, gathering feedback, and assessing outcomes to continuously improve the change approach.
トピック 6	<ul style="list-style-type: none"> • Change Communication: This section of the exam measures the skills of a Change Manager and focuses on the communication plans and methods necessary for successful change. It involves designing communication strategies that engage stakeholders, promote transparency, and address concerns during the transition.

SAP Certified Associate - Organizational Change Management 認定 C-OCM-2503 試験問題 (Q19-Q24):

質問 # 19

Why is it beneficial to collect both quantitative and qualitative data in a change assessment?

- A. Quantitative data provides explanations for the ratings, and qualitative data provides contextual information.
- B. Quantitative data is easy to interpret, and qualitative data is easy to aggregate.
- **C. Quantitative data allows for compelling visualization, and qualitative data allows you to gain unexpected insights.**
- D. Quantitative data makes it easy to contrast different business units, and qualitative data makes it easy to ensure anonymity.

正解: C

解説:

In SAP OCM, a change assessment benefits from both data types. Option D is correct because quantitative data (e.g., survey scores) can be visualized (charts, graphs) for impact, while qualitative data (e.g., interviews) reveals nuanced insights (e.g., resistance reasons). Option A is incorrect-anonymity isn't a primary qualitative benefit. Option B is flawed; qualitative data is harder to aggregate. Option C reverses roles- qualitative explains, quantitative rates. SAP OCM uses this dual approach for a fuller picture. "Quantitative data supports visualization, while qualitative data uncovers deeper insights in change assessments" (SAP Activate, Change Assessment Guidelines).

質問 # 20

Which advice fosters a successful delivery of change communication activities? Note: There are 2 correct answers to this question.

- **A. Go for a good communication mix.**
- B. Focus on digital communication channels.
- C. Don't overcommunicate.
- **D. Develop a compelling, comprehensive change story.**

正解: A、D

解説:

Effective change communication in SAP projects balances reach and clarity. Option A is correct because a mix of channels (e.g., emails, workshops, videos) ensures broad coverage and suits different preferences.

Option D is correct as a compelling change story articulates the "why" and "what" of the project, fostering buy-in. Option B is incorrect-while overcommunication can overwhelm, the advice to "not overcommunicate" lacks specificity and isn't a proactive strategy. Option C is also incorrect; over-reliance on digital channels may exclude non-digital users and isn't universally effective. Extract from SAP OCM Concepts: SAP OCM emphasizes a varied communication approach and a strong narrative to drive engagement (SAP OCM Framework).

質問 # 21

In the SAP Activate Explore phase, the project team conducts fit-to-standard workshops to identify gaps between business requirements and the SAP best practice standard. Which change management challenge is typical for this phase?

- A. Some managers show resistance towards the cloud standard.
- B. Some business departments do not feel well prepared for the go-live.
- C. Some project team members have never heard of organizational change management.
- D. Some business users do not adopt the new cloud solution.

正解: A

解説:

During the Explore phase, fit-to-standard workshops focus on aligning business processes with SAP's best practices, often revealing changes to current ways of working. Option C is correct because managers may resist the cloud standard if it reduces customization or control, a common challenge in this phase. Option A is incorrect-lack of OCM awareness is more typical in the Discover or Prepare phase. Option B is incorrect; user adoption issues emerge post-go-live (Run phase), not in Explore. Option D is also incorrect; go-live readiness concerns arise in the Deploy phase, not Explore.

Extract from SAP OCM Concepts: Resistance to standardization is a key challenge in the Explore phase, requiring targeted stakeholder engagement (SAP Activate, OCM Workstream).

質問 # 22

The project lead initiates a series of info sessions in some teams as a reaction to resistance towards the upcoming implementation of a new cloud solution. Unfortunately, these info sessions do not reduce the level of resistance. What is the probable root cause?

- A. Lacking options for the users to raise questions during the info sessions
- B. Lacking commitment of the top management regarding the info sessions
- C. Lacking analysis of the underlying reasons for resistance towards the new cloud solution
- D. Lacking involvement of the change manager in the planning and conduction of the info sessions

正解: C

解説:

Resistance in SAP cloud projects (e.g., to S/4HANA standardization) often persists if root causes aren't addressed, and info sessions alone may fail. Option B is correct because without analyzing why users resist- e.g., fear of losing control (cloud hosting), process mismatch (standardization), or skill gaps (new UI)- sessions become generic, missing the mark. For instance, if resistance stems from data security concerns, a session on "project benefits" won't help without tackling that fear directly; analysis (e.g., via surveys) could reveal this, enabling targeted messaging.

Option A is incorrect-while Q&A options improve engagement, their absence doesn't inherently sustain resistance; content relevance does. Option C is incorrect; the change manager's involvement enhances execution, but the project lead can run sessions-lack of analysis, not personnel, is key. Option D is incorrect-top management commitment boosts credibility, but resistance persists if underlying issues remain unaddressed. SAP OCM stresses understanding resistance drivers for effective intervention.

"Resistance persists without analyzing its root causes; info sessions must address specific concerns identified through stakeholder feedback to be effective" (SAP OCM Framework, Resistance Management).

質問 # 23

How would you assign the responsibilities for organizational change management in a cloud project? Note:

There are 2 correct answers to this question.

- A. Independently from the project size, the change management responsibility is assigned to the project sponsor.
- B. In small projects, the project manager can take over the change management responsibility.
- C. In large projects, the change management responsibility is usually assigned to a designated change manager or a change management team.
- D. In mid-size projects, the change management responsibility should be assigned to the business leaders of the impacted units.

正解: B、C

解説:

