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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q27-Q32):

NEW QUESTION # 27

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Predictive Analytics
- B. SAP Business Technology Platform
- **C. Machine Learning**
- D. Data Warehousing

Answer: C

Explanation:

Solution:

B. Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.

C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com

D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 28

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. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.**
- C. Provide employees with AI-generated recommendations for learning and development.
- **D. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.**

Answer: B,D

Explanation:

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.

NEW QUESTION # 29

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Global Benefits
- **B. Performance Management, Onboarding and Recruiting.**

- C. Recruiting, Onboarding, and Time Management
- D. Performance Management, Learning and Development, and Customer Experience

Answer: B

Explanation:

Solution:

B. Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

- * Recruiting
- * Onboarding
- * Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

- A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.
- C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.
- D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION # 30

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

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

Answer: C,D

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 # 31

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- A. To support the activities of the employee lifecycle
- B. To enhance customer relationship management
- C. To increase sales revenue
- D. To optimize supply chain logistics.

Answer: A

Explanation:

B. To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle—from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

- A. To enhance customer relationship management - Outside the scope of HR processes.
 - C. To optimize supply chain logistics - Not part of the HR lifecycle.
 - D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
- Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 32

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