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You get a specific amount of time per day to study, you have a job, need to go to the office daily, and take time to relax from the hectic work schedule. So, planning a long study schedule is not possible. Some people study while traveling to the office, some prefer to check the office breaks and some even take it to late-night study especially when they are left with little time to prepare SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions C-BCHCM-2502 for certification exam. For this reason, we want to make your journey smooth by providing you with smart tips to make the most out of your SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions C-BCHCM-2502 study material for the SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions C-BCHCM-2502 certification programs and clear it in one go.

SAP C-BCHCM-2502 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <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. |
| | |

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|---------|---|
| Topic 2 | <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 3 | <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. |

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q21-Q26):

NEW QUESTION # 21

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Skills Ontology
- B. Attributes Library
- C. SAP Business AI
- D. Growth Portfolio
- E. Recruiting Dashboard

Answer: A,B,D

Explanation:

B. Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.

☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.

☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 22

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

- A. Performance Management, Learning and Development, and Customer Experience
- B. Performance Management, Onboarding and Recruiting
- C. Recruiting, Onboarding, and Global Benefits
- D. Recruiting, Onboarding, and Time Management

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 # 23

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. Usability of analytics tools
- **B. Reduction in turnover**
- **C. Reduction in time to hire**
- D. increased customer engagement

Answer: B,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 # 24

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To prioritize physical health and safety in the workplace
- B. To maximize individual growth potential
- C. To ensure financial well-being and stability for all employees
- **D. To promote a sense of belonging for all employees**

Answer: D

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:

* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

☐ B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.

☐ C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.

☐ D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 25

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

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

Answer: C

Solution:

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.

☐ C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.

Final correct answer: A. Management of the employee re-hiring process.

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