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SAP C BCHCM 2502 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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	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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q28-Q33):

NEW QUESTION #28

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

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

Answer: B,D

Exp.	lanation:

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 #29

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 questio n.

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

Answer: C,D,E

Final correct answers: B, C, and D.

Explanation: 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.

NEW QUESTION #30

Which o the following are key business value crivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct ansviers o this question

- A. Usability of analytics tools
- B. Reduction in titmo heire:
- C. Reduction n twmover
- 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.

 \square 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 #31

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

- A. Help employees discover new growth and development opportuniies
- B. Track and messure cynamic teams'success with objectives and key results.
- C. Automate and simplfy employee compensation planning.
- D. Use Algenerated goals and automated workflows.

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.

 $\hfill \Box$ B. Use AI-generated goals and automated workflows.

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

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

 \Box 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 #32

What does the Develop to Grow process emphasize?

- A. Attracting telented candidates
- B. Evaluating potential candidates
- C. Setting employee goals and their continuous growth
- D. Onboardinnewg hires

Answer: C

Explanation:

Solution:

B. Setting employee goals and their continuous growth

According to learning sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

- * A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
- * C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
- * D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.

Final correct answer from learning sap.com: B. Setting employee goals and their continuous growth.

NEW	QUESTION	# 33
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