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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q25-Q30):

NEW QUESTION # 25
'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

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

Answer: A,B

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 # 26
What i the purpose of total workforce management from SAP?

- A. Proactively managing full-time employees
- B. Automating only manual processes.
- C. Proviing a clear view of the entire workforce
- D. Analyzinghistorical data forstrategic planning

Answer: C

Explanation:

A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.
The other options don't match the SAP description exactly:
* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .
* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.
* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.
Correct answer: A.

NEW QUESTION # 27
Which of the following is a key technology that Supports the SAP SuccessFactors HCM Stite?Note: There are 2 correct ansviers to this question

- A. Blockehain inegration ayer
- B. Augmented intelligence analytics.
- C. 5aP Business Technology Platform
- D. 5aP BusinesAsl

Answer: B,C

Explanation:
Solution:
A . SAP Business Technology Platform
SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.
☐ C. Augmented intelligence (AI) analytics
The suite leverages SAP Business AI-powered by machine learning and generative AI-to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.
☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).
☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com.
Final correct answers (per learning.sap.com): A and C.

NEW QUESTION # 28
How o the HCM capabilities of SAP Business Suite help HR leaders?Note: There are 3 correct answers to this questio n.

- A. By establishing a single source of truth for people and skils data to drive more informed business decisions
- B. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- C. By streamlining the source-o-pay process, enhancing procurement activities and business performance.
- D. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- E. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critcal change.

Answer: A,B,E

Explanation:
Solution:
B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.
☐ D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
☐ E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source

of HR truth SAP Learning.

☐ A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

☐ C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

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

NEW QUESTION # 29

What does the Develop to Grow process emphasize?

- A. Attracting telented candidates
- B. Evaluating potential candidates
- C. Setting employee goals and their continuous grovth
- 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 telented 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 # 30

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