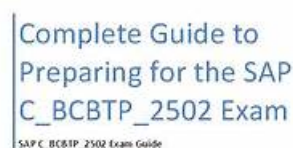


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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q11-Q16):

NEW QUESTION # 11

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resource Officers?

- A. Core HR, Time and Payroll | Working Capital | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance
- B. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- C. Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- **D. Core HR, Time and Payroll. |Talent Acquisition |Learning and Talent Management | Workforce Analytics and Planning | HR Compliance**

Answer: D

Explanation:

B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:

- * Core HR, Time & Payroll
- * Talent Acquisition (recruiting/onboarding)
- * Learning & Talent Management
- * Workforce Analytics & Planning
- * HR Compliance

This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.

The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).

Final correct answer: B.

NEW QUESTION # 12

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

- **A. Track and measure dynamic teams' success with objectives and key results.**
- **B. Use AI-generated goals and automated workflows.**
- C. Help employees discover new growth and development opportunities
- D. Automate and simplify employee compensation planning.

Answer: A,B

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.

☐ 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.

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

☐ 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 # 13

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- B. Employees can identify ways to streamline and make the onboarding process more efficient.
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- D. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

Answer: C,D

Explanation:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

☐ A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."

☐ C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."

learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

NEW QUESTION # 14

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question.

- A. AI-driven career growth and development
- B. sales performance management
- C. Employee data management
- D. Continuous performance management

Answer: A,D

Explanation:

Solution:

A. AI-driven career growth and development

Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.

☐ C. Continuous performance management

The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.

☐ B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.

☐ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.

Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 15

What is the purpose of total workforce management from SAP?

- A. Analyzing historical data for strategic planning
- B. Automating only manual processes.
- C. Proactively managing full-time employees
- D. Providing a clear view of the entire workforce

Answer: D

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 # 16

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