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如果考生沒有基礎，可以選擇資策會進行補習，考生在還要上班的情形下，又想快速通過 C_BCHCM_2502 考試，可以選擇 TestpdfC_BCHCM_2502 題庫，覆蓋率很高，可以順利通過考試，從而獲得 SAP 的認證證書。我們承諾所有購買“C_BCHCM_2502題庫”的客戶，都將獲得一年免費升級的售後服務，確保客戶考試的一次通過率。並實行“一次不過全額退款”的保障，絕對保證考生的利益不受到任何的損失。

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>> C_BCHCM_2502認證考試 <<

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你已經報名參加SAP的C_BCHCM_2502認證考試了嗎？“馬上就要到考試的時間了，但是我還是沒有信心通過考試，應該怎麼辦呢？有捷徑可以讓我順利通過考試嗎？看參考書的時間也不夠了。”你現在有這樣的心情嗎？不用著急，即使考試時間快到了，也還是有機會可以好好準備考試的。你肯定想問是什麼機會了吧。它就是Testpdf的C_BCHCM_2502考古題。這是一個高效率的資料，它可以在短時間內為考試做好準備。因為這個考古題的命中率非常高，只要你認真記住考古題裏面出現的問題和答案，那麼你就可以通過C_BCHCM_2502考試。

SAP C_BCHCM_2502 考試大綱：

主題	簡介

主題 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.
主題 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.
主題 3	• 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.

最新的 SAP Certified Associate C_BCHCM_2502 免費考試真題 (Q17-Q22):

問題 #17

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By identifying and addressing modern supply chain challenges
- B. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- **C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- D. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification

答案: C

解題說明:

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

- * Automating and improving workforce planning through autonomous analysis of SAP and third-party data
- * Enabling more engaging, AI-driven employee experiences
- * Optimizing HR processes for greater efficiency.

The other options are not applicable:

- * A focuses on supplier information and workflows, which is outside the HR domain.
- * C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
- * D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

問題 #18

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.**

答案: B,D

解題說明:

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.

問題 #19

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- A. Core HR and payroll
- B. strategic planning
- C. Learning and development
- D. Talent management
- E. Customer experience

答案: A,C,D

解題說明:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

☐ A. Learning and development

* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

☐ B. Core HR and payroll

* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

☐ C. Talent management

* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

問題 #20

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

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

答案: A,C

解題說明:

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.

問題 #21

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

答案: B,C

解題說明:

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.

問題 #22

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