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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.

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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q15-Q20):

NEW QUESTION # 15

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 question.

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

Answer: B,C,E

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.

Final correct answers: B, C, and D.

NEW QUESTION # 16

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

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

Answer: C

Explanation:

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.

NEW QUESTION # 17

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

Answer: A,C

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 # 18

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Real-time gamification for employee learning
- B. Automated future workforce assignment
- C. Headcount reporting metrics
- D. Reskilling workforces at scale:

Answer: C

Explanation:

B . Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com

- A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.
- C. Automated future workforce assignment - Workforce planning is not referenced in the context of real- time insights in Employee Central.
- D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

NEW QUESTION # 19

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

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

Answer: A,B,D

Explanation:

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

NEW QUESTION # 20

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