

# C\_OCM\_2503 합격보장 가능 덤프 문제 최신업데이트 된 버전 덤프

**C\_OCM\_2503**

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#1 SAP Certification Guide

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Itexamdump는 열리트한 전문가들의 끊임없는 연구와 자신만의 노하우로 SAP C\_OCM\_2503 덤프 자료를 만들어 냄으로 여러분의 꿈을 이루어드립니다. 기존의 SAP C\_OCM\_2503 시험 문제를 분석하여 만들어낸 SAP C\_OCM\_2503 덤프의 문제와 답은 실제 시험의 문제와 답과 아주 비슷합니다. SAP C\_OCM\_2503 덤프는 합격보장해드리는 고품질 덤프입니다. Itexamdump의 덤프를 장바구니에 넣고 페이팔을 통한 안전결제를 진행하여 덤프를 다운받아 시험 합격하세요.

## SAP C\_OCM\_2503 시험 요강:

주제	소개
주제 1	<ul style="list-style-type: none"><li>Change Strategy: This section of the exam measures the skills of a Change Manager and centers on formulating the right strategy for managing organizational change. It includes defining the direction, scope, and impact of change efforts while ensuring alignment with strategic business objectives.</li></ul>
주제 2	<ul style="list-style-type: none"><li>Change Effectiveness: This section of the exam measures the skills of a Transformation Consultant and evaluates how well the change has been adopted and integrated into the organization. It involves tracking metrics, gathering feedback, and assessing outcomes to continuously improve the change approach.</li></ul>

주제 3	<ul style="list-style-type: none"> <li>Organizational Change Management Methodology: This section of the exam measures the skills of a Change Manager and covers the foundational principles and structured approach used in managing organizational change effectively. It highlights the importance of aligning change efforts with business goals while providing a framework for guiding transformation initiatives.</li> </ul>
주제 4	<ul style="list-style-type: none"> <li>Change Realization: This section of the exam measures the skills of a Transformation Consultant and includes the practical execution of change initiatives. It covers how change plans are implemented in real-world scenarios, ensuring that the intended benefits are realized and reinforced throughout the organization.</li> </ul>
주제 5	<ul style="list-style-type: none"> <li>Change Enablement: This section of the exam measures the skills of a Change Manager and deals with the tools, training, and support systems that empower employees to adopt and sustain the change. It ensures that people are equipped with the right capabilities to thrive in the new environment.</li> </ul>

>> C\_OCM\_2503합격보장 가능 덤프문제 <<

## **C\_OCM\_2503유효한 인증공부자료 - C\_OCM\_2503합격보장 가능 시험덤프**

SAP인증 C\_OCM\_2503시험은 IT업종종사분들에게 널리 알려진 유명한 자격증을 취득할 수 있는 시험과목입니다. SAP인증 C\_OCM\_2503시험은 영어로 출제되는만큼 시험난이도가 많이 높습니다. 하지만 Itexamdump의 SAP인증 C\_OCM\_2503덤프만 있다면 아무리 어려운 시험도 쉬워집니다. 오르지 못할 산도 정복할 수 있는게 Itexamdump제품의 우점입니다. Itexamdump의 SAP인증 C\_OCM\_2503덤프로 시험을 패스하여 자격증을 취득하면 정상에 오를 수 있습니다.

### **최신 SAP Certified Associate C\_OCM\_2503 무료샘플문제 (Q73-Q78):**

#### **질문 # 73**

How does working with personas help to convey stakeholder-specific messages in cloud projects?

- A. Personas representing innovators and visionaries within the represented stakeholder group trigger the reflection of communicated messages, because users are motivated to challenge their previous assumptions
- B. Personas with relevant IT and process competencies for a specific stakeholder group support the communication of facts and figures, because the personas are considered to be credible experts for the communicated content
- C. Personas with similar demographics and attitudes of the represented stakeholder group allow you to address emotions instead of just conveying facts, because users identify with the persona and build empathy**
- D. Personas that resemble opinion leaders of the represented stakeholder groups underline the communicated messages, because users unconsciously perceive the persona as very trustworthy

**정답: C**

#### **설명:**

Personas in SAP OCM are fictional profiles representing stakeholder groups (e.g., "Finance UserAnna") to tailor communication. Option A is correct because personas mirroring demographics (e.g., age, role) and attitudes (e.g., skeptical) resonate emotionally with users, who see themselves in the persona. This empathy shifts focus from dry facts (e.g., "new system features") to feelings (e.g., "how it helps me"), enhancing message impact. For example, a persona like "Manager Mike, 45, cautious but open" can address fears while highlighting benefits, making communication relatable.

Option B is incorrect—opinion leader resemblance might build trust, but unconscious perception isn't the primary mechanism; identification is. Option C is incorrect; innovators/visionaries may inspire, but triggering reflection isn't the core purpose—adoption is. Option D is incorrect; personas aren't experts for facts—they're tools for emotional connection, not technical credibility. SAP OCM uses personas to humanize communication.

"Personas reflecting stakeholder demographics and attitudes enable emotional messaging, fostering empathy and identification to drive adoption" (SAP OCM Framework, Persona Development).

#### **질문 # 74**

Why is it beneficial to collect both quantitative and qualitative data in a change assessment?

- A. Quantitative data allows for compelling visualization, and qualitative data allows you to gain unexpected insights.
- B. Quantitative data makes it easy to contrast different business units, and qualitative data makes it easy to ensure anonymity.
- C. Quantitative data provides explanations for the ratings, and qualitative data provides contextual information.
- D. Quantitative data is easy to interpret, and qualitative data is easy to aggregate.

**정답:** A

**설명:**

In SAP OCM, a change assessment benefits from both data types. Option D is correct because quantitative data (e.g., survey scores) can be visualized (charts, graphs) for impact, while qualitative data (e.g., interviews) reveals nuanced insights (e.g., resistance reasons). Option A is incorrect-anonymity isn't a primary qualitative benefit. Option B is flawed; qualitative data is harder to aggregate. Option C reverses roles- qualitative explains, quantitative rates. SAP OCM uses this dual approach for a fuller picture. "Quantitative data supports visualization, while qualitative data uncovers deeper insights in change assessments" (SAP Activate, Change Assessment Guidelines).

**질문 # 75**

What are typical causes for resistance in the cloud context? Note: There are 3 correct answers to this question.

- A. Impression of losing control and autonomy over your own data and systems
- B. Doubt that the works council will agree to the new business processes
- C. Concern regarding data privacy and security of cloud solutions
- D. Belief that the new standard processes will not meet the business requirements
- E. Fear of increasing costs for the maintenance of the IT infrastructure

**정답:** A,C,D

**설명:**

Resistance in SAP cloud projects often stems from perceived risks. Option A is correct-data privacy/security concerns are common due to cloud hosting. Option B is correct; users resist if standard processes seem inadequate compared to legacy systems. Option C is correct as cloud solutions reduce local control, sparking resistance. Option D is incorrect-cloud typically lowers maintenance costs, not increases them. Option E is incorrect; works council doubts are situational, not a typical cause. SAP OCM identifies these as key resistance drivers to address.

"Resistance often arises from concerns over data security, process fit, and loss of control in cloud transitions" (SAP OCM Framework, Resistance Management).

**질문 # 76**

What are typical strategies for aligning leadership in an SAP cloud project? Note: There are 3 correct answers to this question.

- A. Align the business goals and incentives with the project objectives for business leaders to avoid goal conflicts
- B. Reduce the bonus pay-out for resistant business leaders to foster a more positive attitude and change supportive behavior
- C. Involve business leaders actively in key communication activities, such as roadshows, townhalls, or testimonials to enhance their visibility
- D. Offer opportunities for leaders to openly address issues and concerns, for example Q&A sessions with the project managers
- E. Involve business leaders in workshops to identify change impacts and to derive activities to allow a smooth transition

**정답:** A,C,D

**설명:**

Aligning leadership in SAP OCM ensures top-down support for cloud projects. Option B is correct because Q&A sessions with project managers allow leaders to voice concerns (e.g., about standardization), fostering trust and alignment through dialogue. Option C is correct as involving leaders in communication (e.g., speaking at townhalls) leverages their authority to promote the project, boosting visibility and credibility.

Option D is correct because aligning goals and incentives (e.g., tying performance metrics to project success) minimizes conflicts, ensuring leaders prioritize the implementation.

Option A is incorrect-reducing bonuses is punitive, risks escalating resistance, and isn't an SAP OCM practice; positive reinforcement is preferred. Option E is incorrect; while leaders might join workshops, identifying impacts is typically for process owners/SMEs-leadership focuses on sponsorship, not derivation.

SAP OCM stresses engagement and alignment over coercion.

"Align leadership through Q&A opportunities, active communication roles, and goal alignment to secure their support and influence" (SAP Activate, Leadership Alignment Strategies).

### 질문 # 77

What are some typical symptoms of low user adoption after the go-live of an SAP cloud solution? Note: There are 2 correct answers to this question.

- A. Users constantly change the way they interact with the system in their daily work
- B. **Users avoid consuming additional, value-adding functionalities**
- C. **Users stick to old processes and apply workarounds wherever possible**
- D. Users strictly follow the new organizational policies and procedures

정답: B,C

설명:

Low user adoption in the SAP Activate Run phase signals resistance or discomfort. Option A is correct because sticking to old processes (e.g., using Excel instead of SAP) and workarounds (e.g., manual overrides) indicate users aren't embracing the new system, undermining benefits like efficiency. Option C is correct as avoiding value-adding functionalities (e.g., analytics tools in S/4HANA) shows partial adoption, missing the solution's full potential often due to lack of training or trust.

Option B is incorrect—strict adherence to new policies suggests high adoption, not low. Option D is incorrect; constant changes in interaction might reflect experimentation or confusion, not necessarily low adoption. SAP OCM monitors these symptoms to trigger interventions.

"Low adoption symptoms include reliance on old processes, workarounds, and avoidance of new functionalities, indicating incomplete system acceptance" (SAP Activate, User Adoption Monitoring).

### 질문 # 78

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Itexamdump는 고객님께서 SAP C\_OCM\_2503 첫번째 시험에서 패스할 수 있도록 최선을 다하고 있습니다. 만일 어떤 이유로 인해 고객님이 SAP C\_OCM\_2503 시험에서 실패를 한다면 Itexamdump는 SAP C\_OCM\_2503 덤프비용 전액을 환불 해드립니다. 시중에서 가장 최신버전인 SAP C\_OCM\_2503 덤프로 시험패스 예약하세요.

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