

# Quiz SAP - Reliable C\_BCHCM\_2502 - New SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Exam Pattern



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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>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.</li></ul> |
| Topic 2 | <ul style="list-style-type: none"><li>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.</li></ul>                                                                                                  |

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| Topic 3 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
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### **SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q19-Q24):**

#### **NEW QUESTION # 19**

What is the process of identifying and developing internal talent for future key roles called?

- A. Succession Planning
- B. Recruitment
- C. Onboarding
- D. Performance Management

#### **Answer: A**

Explanation:

A . Succession Planning

On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:

"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".

Final correct answer: A. Succession Planning.

#### **NEW QUESTION # 20**

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. AI features for job description content generation and candidate skills matching
- B. Automatic candidate screening and final selection
- C. Automated job distribution to job boards and sourcing channels
- D. Ability to automate the candidate-to-employee conversion process

#### **Answer: A,C**

Explanation:

Solution:

B . AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

D. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com

Final correct answers: B and C.

### NEW QUESTION # 21

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. Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- C. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR 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 # 22

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Career path planning for new employees
- B. Automated employee relocation services
- C. Management of the employee rehiring process
- D. Performance goal setting for new employees

#### Answer: C

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com

C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.

D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

### NEW QUESTION # 23

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

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

**Answer: B,D,E**

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 # 24

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