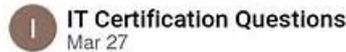


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>> C_OCM_2503測試 <<

第壹手的C_OCM_2503測試 & SAP SAP Certified Associate - Organizational Change Management

許多考生花費了大量的時間和精力學習SAP C_OCM_2503考試相關知識，但是到最後卻沒有成功，分析他們失敗的原因，我們得出結論是沒有針對性的復習。現在，Testpdf專門針對認證考試研發出有針對性的SAP C_OCM_2503考古題，為考生獲得認證節約更多的時間和金錢。C_OCM_2503題庫的高效率和準確性兩大特點讓我們收到廣大考生的好評，獲得如此有價值的認證方案對您來說是非常划算的。

最新的 SAP Certified Associate C_OCM_2503 免費考試真題 (Q52-Q57):

問題 #52

What are the key target groups of the learning needs analysis of an SAP project?

- A. Managers and employees
- B. Business users and suppliers
- C. Project team and business users
- D. IT team and software providers

答案: C

解題說明:

The learning needs analysis (LNA) in an SAP project identifies training requirements for those directly involved or impacted. Option D is correct because the project team (e.g., implementers) and business users (e.g., end-users) are the primary groups needing enablement to execute and adopt the solution. Option A is too broad-managers and employees include non-users. Option B is incorrect; software providers are external and not typically trained. Option C is incorrect-suppliers are not primary targets for internal system training.

Extract from SAP OCM Concepts: The LNA targets project team and business users to ensure effective enablement (SAP

Activate, Enablement Workstream).

問題 #53

Which general recommendations help to deliver change management successfully? Note: There are 2 correct answers to this question.

- A. Establish trustful cooperation with project management
- B. Calculate the return on investment (ROI) for change management activities
- C. Be user-centric and empathetic
- D. Only use standardized tools and templates

答案: A,C

解題說明:

Successful change management in SAP OCM hinges on people and collaboration. Option C is correct-being user-centric and empathetic (e.g., addressing a user's fear of change with tailored support) ensures adoption by meeting emotional and practical needs, not just pushing info. Option D is correct as trustful cooperation with project management-e.g., aligning OCM with milestones-integrates efforts, like syncing training with testing, avoiding silos.

Option A is incorrect-standard tools help, but flexibility (e.g., custom workshops) is key; rigidity limits impact. Option B is incorrect-ROI calculation is impractical for OCM's qualitative benefits (e.g., morale); focus is on outcomes, not finance. SAP OCM thrives on empathy and partnership.

"Deliver change management successfully by being user-centric and empathetic, and fostering trustful cooperation with project management" (SAP OCM Framework, Success Recommendations).

問題 #54

Which skills and expertise should a change manager bring along to professionally support cloud projects?

Note: There are 3 correct answers to this question.

- A. Relevant methodological skills, such as facilitation, mediation, or problem-solving skills
- B. Excellent soft skills, such as being a good communicator, team player, and networker
- C. Broad technical expertise regarding the implemented cloud solution
- D. In-depth know-how of the best practice processes implemented with the cloud solution
- E. Comprehensive knowledge of the relevant change management concepts and tools

答案: A,B,E

解題說明:

A change manager in SAP cloud projects needs people and process expertise. Option A is correct because soft skills (communication, teamwork, networking) are essential for engaging stakeholders and building trust.

Option D is correct as comprehensive knowledge of OCM concepts (e.g., SAP Activate tools) ensures professional execution.

Option E is correct because methodological skills (facilitation, mediation, problem-solving) enable effective workshops, conflict resolution, and planning.

Option B is incorrect-technical expertise is for IT roles; change managers focus on people, not system details. Option C is incorrect; process know-how is valuable but belongs to process owners or consultants, not the change manager's core skill set. SAP OCM prioritizes interpersonal and methodological competencies.

"Change managers require soft skills (communication, networking), OCM knowledge, and methodological skills (facilitation, problem-solving) to lead cloud projects effectively" (SAP Activate, Change Manager Competencies).

問題 #55

How is SAP's organizational change management framework connected with the SAP Activate methodology?

Note: There are 2 correct answers to this question.

- A. Some change management activities are executed in more than one SAP Activate phase
- B. Each change management dimension is assigned to a specific SAP Activate phase
- C. The SAP Activate phases build the dimensions of the organizational change management framework
- D. The start of each change management activity is assigned to one specific SAP Activate phase

答案: A,D

解題說明:

SAP's OCM framework integrates with SAP Activate to align people efforts with project stages. Option A is correct because activities are phase-specific-e.g., stakeholder analysis starts in Prepare, training in Realize- ensuring timing matches project needs, like assessing readiness before design. Option C is correct as some activities span phases-e.g., communication begins in Prepare (awareness) and continues through Run (adoption updates), adapting to evolving contexts like new releases.

Option B is incorrect-OCM dimensions (e.g., strategy, leadership) are overarching, not phase-bound; they apply across the lifecycle. Option D is incorrect-Activate phases (Discover, Prepare, etc.) structure the project, not the OCM framework's dimensions. SAP OCM syncs with Activate's rhythm.

"The OCM framework connects to SAP Activate by assigning activity starts to specific phases and allowing some activities to span multiple phases for continuous impact" (SAP OCM Framework, Activate Integration).

問題 #56

What advice promotes the successful implementation of change enablement activities? Note: There are 3 correct answers to this question.

- A. Ensure that the enablement team actively participates in the fit-to-standard workshops to derive learning needs for impacted user groups
- B. Establish an enablement team with clear roles, responsibilities, skills and time to carry out enablement well
- C. Provide a comprehensive enablement strategy guiding the impacted business areas through all enablement activities
- D. Integrate key enablement activities into the overall project plan to increase attention and to avoid critical activities being overlooked
- E. Assign an enablement lead that reports into the steering committee to foster high management attention on enablement activities

答案: B,C,D

解題說明:

Successful change enablement in SAP OCM ensures users adopt the system effectively. Option B is correct because an enablement team with defined roles (e.g., trainer), skills (e.g., content creation), and time ensures professional execution, avoiding ad-hoc efforts. Option C is correct as a comprehensive strategy (e.g., outlining training phases, tools) guides business areas systematically, aligning enablement with project goals.

Option D is correct because integrating enablement into the project plan (e.g., scheduling training before go-live) ensures visibility and prioritization alongside technical tasks.

Option A is incorrect-reporting to the steering committee overcomplicates governance; the enablement lead coordinates with project management, not executives directly. Option E is incorrect; fit-to-standard workshops (Explore phase) involve process owners/SMEs, not the enablement team, whose role is delivery, not needs derivation. SAP OCM emphasizes structure and integration for enablement success.

"Promote enablement success with a skilled team, a comprehensive strategy, and integration into the project plan to ensure effective user preparation" (SAP Activate, Enablement Best Practices).

問題 #57

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