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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

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"> 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q12-Q17):

NEW QUESTION # 12

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. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- C. Employees can identify ways to streamline and make the onboarding process more efficient.
- D. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

Answer: A,D

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 # 13

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To promote a sense of belonging for all employees
- B. To prioritize physical health and safety in the workplace

- C. To maximize individual growth potential
- D. To ensure financial well-being and stability for all employees

Answer: A

Explanation:

Solution:

A . To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:

* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

- B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.
- C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.
- D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 14

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

Answer: A,B,D

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 # 15

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- B. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- C. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- D. By establishing a single source of truth for people and skills data to drive more informed business decisions
- E. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently

Answer: C,D,E

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run

more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

- D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
- E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.
- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

- C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

NEW QUESTION # 16

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruting, Onboarding, and Global Benefits
- B. Recruiting, Onboarding, and Time Management
- **C. Performance Management, Onboarding and Recruiting**
- D. erformance Management, Learning and Development, and Customer Experience

Answer: C

Explanation:

Solution:

B . Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

- * Recruiting
- * Onboarding
- * Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

- A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.
- C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.
- D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION # 17

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