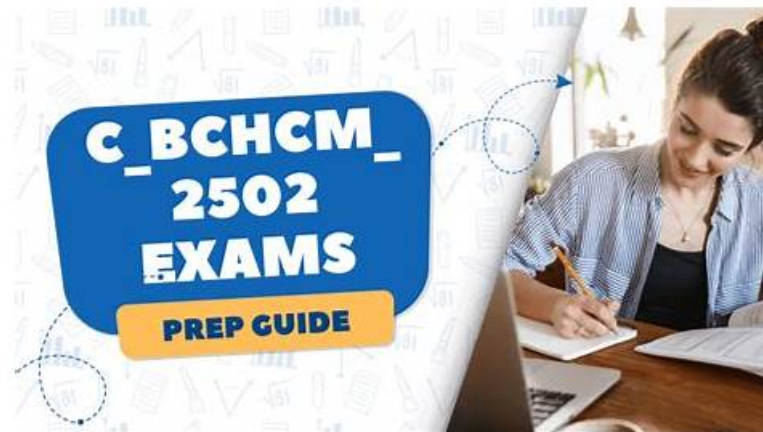


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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q23-Q28):

NEW QUESTION # 23

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It features customizable content applications and a centralized role-specific view.
- B. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- C. It offers easy access to business applications, processes, and information from an intelligent center.
- D. It enables users to review budgets and reward team members.
- E. It offers advanced AI algorithms to automate HR processes.

Answer: A,B,C

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services

organizations are:

- ☐ C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
- ☐ D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .
- ☐ E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
- ☐ A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

- ☐ B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 24

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 # 25

Which of the following is a key technology that Supports the SAP SuccessFactors HCM Suite?Note: There are 2 correct answers to this question

- A. SAP Business AI
- B. Augmented intelligence analytics.
- C. Blockchain integration layer
- D. SAP Business Technology Platform

Answer: B,D

Explanation:

Solution:

A . SAP Business Technology Platform

SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.

- ☐ C. Augmented intelligence (AI) analytics

The suite leverages SAP Business AI-powered by machine learning and generative AI-to deliver insights, automate HR tasks, and

enhance decision-making across the HCM lifecycle.

- ☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).
 - ☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com.
- Final correct answers (per learning.sap.com): A and C.

NEW QUESTION # 26

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question.

- A. increased customer engagement
- B. Reduction in turnover
- C. Usability of analytics tools
- D. Reduction in time to hire

Answer: B,D

Explanation:

B. Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

☐ D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.

The other options are not directly listed as key business value drivers on learning.sap.com:

* A. Increased customer engagement is unrelated to HR/talent management solutions.

* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

NEW QUESTION # 27

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Attributes Library
- B. Skills Ontology
- C. SAP Business AI
- D. Growth Portfolio
- E. Recruiting Dashboard

Answer: A,B,D

Explanation:

B. Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.

☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub - it's the broader AI technology that powers it.

☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

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

NEW QUESTION # 28

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