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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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	• 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q28-Q33):

NEW QUESTION # 28
Which of the following actiiies does the SAP Business Technology Plttorm support?Note: There are 2 correct ansviers to this questio n.

- A. Rapid implementation of on-premise solutions.
- B. Data management
- C. Appiication integration
- D. Tatent management

Answer: B,C

Explanation:
Solution:
A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.
☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.
☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.
☐ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.
Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 29
Which of the following features in SAP SuccessFactors Work Zone enhance employee prodictivty and engagement?Note: There are 2 correct ansviers o this question

- A. Data-criven payroll insights
- B. Collaborative workspaces
- C. Role-based security and compliance:
- D. Personalized guided experiences

Answer: B,D

Explanation:
A . Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.
☐ B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .
☐ C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.
☐ D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.
Final answer (from learning.sap.com): A and B.

NEW QUESTION # 30
Which of the following is a capabilty of SAP SuccessFactors Onboarding?

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

Answer: D

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 # 31

Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite?Note: There are 2 correct ansviers o this question

- A. sales performance management
- B. Ardriven career growth and development
- C. Employee ata management
- D. Continuous performance management

Answer: B,D

Explanation:
Solution:
A . AI-driven career growth and development
Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.
☐ C. Continuous performance management
The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.
☐ B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.
☐ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.
Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 32

Which of the following does SAP SuccessFactors Employee Central oferfor real-time workforce insights?

- A. Real-time gamification for employee learning
- B. Reskilling worklorces at scale:
- C. Headcount reporting metrics
- D. Automated future workforce assignment

Answer: C

Explanation:
B . Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com.

☐ A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.

☐ C. Automated future workforce assignment - Workforce planning is not referenced in the context of real- time insights in Employee Central.

☐ D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

NEW QUESTION # 33

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