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## C-BCHCM-2502 questions and answers

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

**NEW QUESTION # 28**
How can SAP SuiccessFactors Work Zone help professional services organizations?Note: There are 3 corfect answers to this questio n.

- A. It offers easy access to business applications, processes, and information from an intellwoirkg ceenntetr.
- B. It allows users to adiress issues lie staffing, searching fortalent, and schedluling interviews.
- C. it features customizable content applications and a centralized role-specific view.
- D. it offers advanced Al algorithms to automate HR processes.
- E. It enables users to review budgets and reward team members.

**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 # 29**
Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

- A. To support the activities of the employee lifecycle
- B. To enhance customer relationship management
- C. Toincrease sales revenue
- D. To optimize supply chain logistics.

**Answer: A**

Explanation:
B . To support the activities of the employee lifecycle
According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.
☐ A. To enhance customer relationship management - Outside the scope of HR processes.
☐ C. To optimize supply chain logistics - Not part of the HR lifecycle.
☐ D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
Final correct answer: B. To support the activities of the employee lifecycle.

**NEW QUESTION # 30**

Which of the following are critical factors in managing core HR processes?Note: There are 2 correct ansviers to this question

- A. The abilty to eauip employees with self-service tools
- B. The abily to create interactive analytics and reports
- C. The abilty to automate HR workflows
- D. The use of Al to eliminate human interaction in HR related workflows.

**Answer: A,C**

Explanation:

A . The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

☐ D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

Final correct answers (per learning.sap.com): A and C.

**NEW QUESTION # 31**

Which of the following are examples of how SAP Business Al can add value in the area of talent management?Note: There are 2 correct answers to this questio n.

- A. Leamers can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of theirlearning content.
- B. Employees canidentify ways to streamiine and make the onboarding process more efficient.
- C. People managers can accelerate key decision-making by quickly identifying employee skils gaps.
- D. Recruiters and iring managers can use Al o generate and modify job descriptions and interview questions.

**Answer: C,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 # 32**

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

- A. Automated employee relocation services
- B. Performance goal setting for new employees
- C. Management of the employee rehiring process
- D. Career path planning 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 # 33**
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