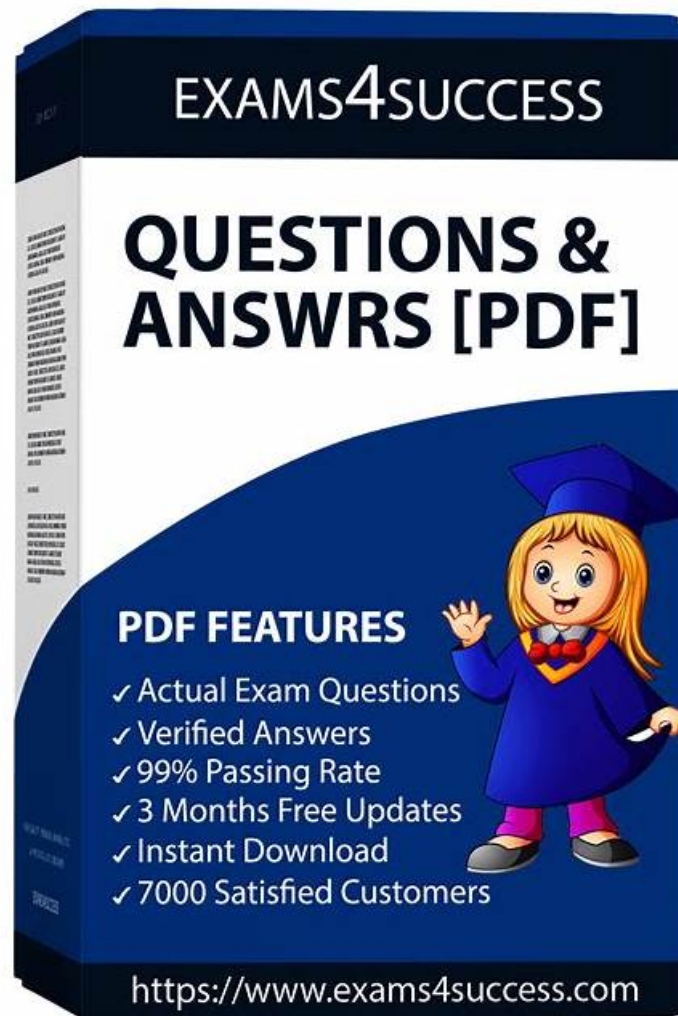


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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q19-Q24):

NEW QUESTION # 19

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. Employees can identify ways to streamline and make the onboarding process more efficient.
- **B. People managers can accelerate key decision-making by quickly identifying employee skills gaps.**
- **C. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.**
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

Answer: B,C

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 # 20

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

- A. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- **B. By establishing a single source of truth for people and skills data to drive more informed business decisions**
- C. 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
- **D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.**
- **E. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently**

Answer: B,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 # 21

'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- A. Organizational charts
- B. Project management tools
- C. Software development kits
- D. Data analysis tools

Answer: A,D

Explanation:

A . Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com.

☐ D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data- driven insights to streamline HR processes and support compliance .

☐ B. Software development kits - Not included in these template offerings.

☐ C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.

Correct answers: A and D.

NEW QUESTION # 22

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this question.

- A. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- B. Provide employees with AI-generated recommendations for learning and development.
- C. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.
- D. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

Answer: C,D

Explanation:

Thank you for summarizing.

☐ Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

☐ C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

NEW QUESTION # 23

Which of the following best describes the concept of people sustainability?

- A. Treating people ethically and fairly
- B. Identifying the skills required to support sustainability initiatives

- C. paying employees a living wage
- D. Providing employees with benefits such as healthcare.

Answer: A

Explanation:

C. Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

- * A. Paying employees a living wage - While important, it's a specific action, not the broad concept.
- * B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.
- * D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 24

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