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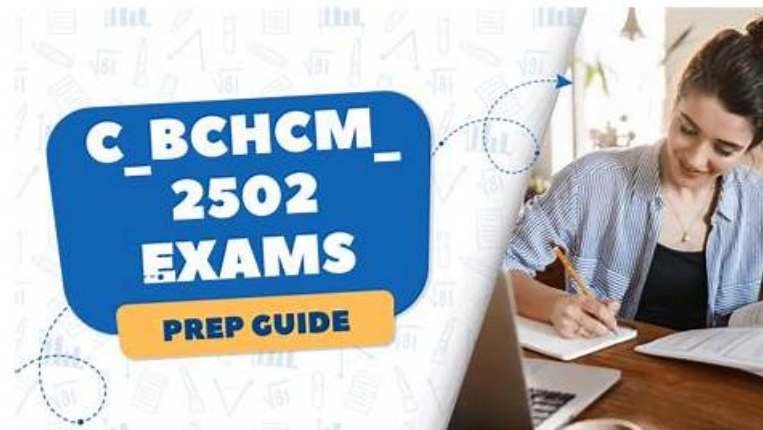
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SAP C-BCHCM-2502 Exam Syllabus Topics:

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 (Q20-Q25):

NEW QUESTION # 20

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

- A. To promote a sense of ue belonging for all employees
- B. To ensure financial well-being and stability for all employees
- C. To maximize inclividual growth potential
- D. To prioritize physical health and safety in the workplace

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 # 21

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 abilty to automate HR workflows
- C. The abily to create interactive analytics and reports
- D. The use of Al to eliminate human interaction in HR related workflows.

Answer: A,B

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 # 22

How oes SAP SuccessFactors support HR leaders with the help ofAl agents?

- A. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- B. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, and uncovering new opportunities for engagement
- C. Byidentitying and addressing moden supply chain challenges
- D. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfcation

Answer: A

Explanation:

Solution:

B . By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

* Automating and improving workforce planning through autonomous analysis of SAP and third-party data
* Enabling more engaging, AI-driven employee experiences
* Optimizing HR processes for greater efficiency.

The other options are not applicable:

* A focuses on supplier information and workflows, which is outside the HR domain.
* C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
* D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

NEW QUESTION # 23

What i the purpose of total workforce management from SAP?

- A. Proviing a clear view of the entire workforce
- B. Proactively managing full-time employees
- C. Analyzinghistorical data forstrategic planning
- D. Automating only manual processes.

Answer: A

Explanation:

A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.

The other options don't match the SAP description exactly:

* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .
* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.
* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.

Correct answer: A.

NEW QUESTION # 24

Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Prediciive Analytics
- B. sAP Business Technology Platiorm
- C. Machine Leaming
- D. Data Warehousing

Answer: C

Explanation:
Solution:

B . Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

☐ A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.

☐ C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com.

☐ D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 25

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