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시험패스에유출한최신버전NACE-CIP1-001시험패스자료공부자료

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SAP C_BCHCM_2502 시험요강:

주제	소개
주제 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.
주제 2	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.
주제 3	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.

최신 SAP Certified Associate C_BCHCM_2502 무료샘플문제 (Q13-Q18):

질문 # 13

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- B. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes
- D. By identifying and addressing modern supply chain challenges

정답: C

설명:

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.

질문 # 14

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing automatic end-of-month payment reviews
- B. Through the use of intelligent dashboards and reports
- C. Through real-time time valuation and continuous payroll

- D. By providing quarterly payroll evaluation review sessions

정답: B,C

설명:

Solution:

D. Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

☐ C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies.

☐ A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

☐ B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

질문 # 15

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. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
- D. Employees can identify ways to streamline and make the onboarding process more efficient.

정답: A,C

설명:

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.

질문 # 16

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question.

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

정답: A,B

설명:

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.

질문 # 17

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

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

정답: B

설명:

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.

질문 # 18

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