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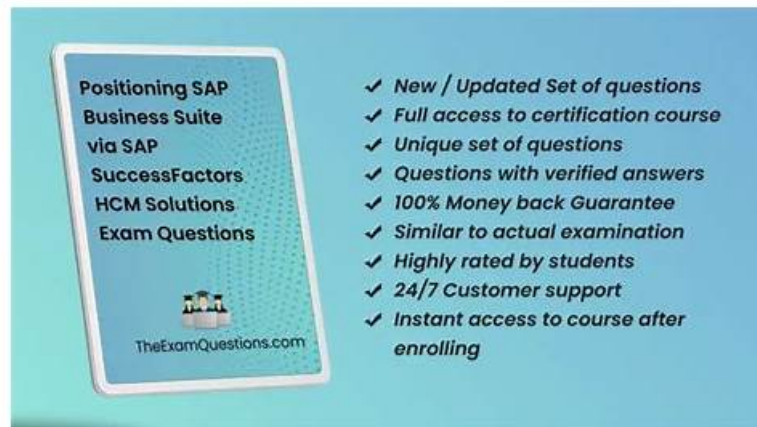
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SAP C_BCHCM_2502 Exam Syllabus Topics:

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	• 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.
Topic 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.

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Success in the SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C_BCHCM_2502) certification exam helps people update their skills. Many aspirants don't find updated SAP C_BCHCM_2502 practice test questions and fail the final test. This failure in the SAP C_BCHCM_2502 Exam leads to a loss of money and time. If you are also planning to attempt the SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C_BCHCM_2502) exam and are confused about where to prepare yourself for it then you are at the right place.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q17-Q22):

NEW QUESTION # 17
Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

- A. Learning and development
- B. strategic planning
- C. Customer experience
- D. Core HR and payroll
- E. Tatent management

Answer: A,D,E

Explanation:
Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:
☐ A. Learning and development
* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.
☐ B. Core HR and payroll
* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"
☐ C. Talent management
* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.
Final selections (3 correct): A, B, and C

NEW QUESTION # 18
What i the purpose of total workforce management from SAP?

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

Answer: C

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 # 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 questio n.

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

Answer: A,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 oes SAP SuccessFactors support HR leaders with the help ofAI agents?

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

Answer: C

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 # 21
What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this questio n.

- A. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- B. Use 54P process automation tools to streamline manual, repetiive, and error-prone tasks.
- C. inegrate and connect HR data,processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Provicie employees with AI-generated recommendations for earning and development.

Answer: B,C

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 # 22

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