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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

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

NEW QUESTION # 17

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. Automated job distribution to job boards and sourcing channels
- B. AI features for job description content generation and candidate skills matching
- C. Ability to automate the candidate-to-employee conversion process
- D. Automatic candidate screening and final selection

Answer: A,B

Explanation:

Solution:

B. AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

A. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com

Final correct answers: B and C.

NEW QUESTION # 18

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

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

Answer: D

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 # 19

SAP SuccessFactors Performance and Goals enables organizations to do which of the following? Note: There are 2 correct answers to this question.

- A. Use AI-generated goals and automated workflows.

- B. Track and measure dynamic teams' success with objectives and key results.
- C. Automate and simplify employee compensation planning.
- D. Help employees discover new growth and development opportunities

Answer: A,B

Explanation:

Solution:

A . Track and measure dynamic teams' success with objectives and key results.

SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.

B. Use AI-generated goals and automated workflows.

The platform includes generative AI to create goals and automates workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.

C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.

D. Help employees discover new growth and development opportunities - While performance tools support employee development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.

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

NEW QUESTION # 20

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

Answer: A,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 # 21

What is the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Creating comprehensive reports for HR processes.
- B. Managing complex IT landscapes
- C. Automating HR workflows
- D. Providing data-driven insights for strategic decision-making

Answer: B

Explanation:

Solution:

C . Managing complex IT landscapes

According to learning.sap.com, SAP LeanIX is used to manage complex IT landscapes, providing a comprehensive view of

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