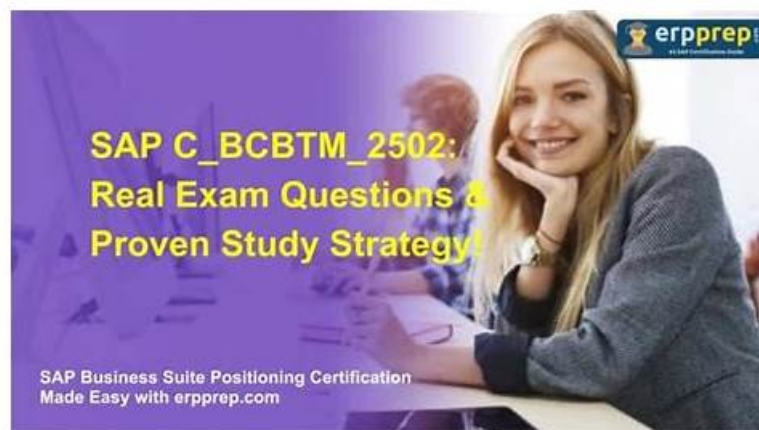# Download NewPassLeader SAP C_BCHCM_2502 Exam Real Questions and Start this Journey

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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
Which of the following actiiies does the SAP Business Technology Plttorm support?Note: There are 2 correct ansviers to this questio n.

- A. Tatent management
- B. Appiication integration
- C. Rapid implementation of on-premise solutions.
- D. Data management

Answer: B,D

Explanation:
Solution:
A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.
☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.
☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.
☐ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.
Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 21
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

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

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 # 22
How oes SAP SuccessFactors support HR leaders with the help ofAI agents?

- A. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication
- B. Byidentitying and addressing moden supply chain challenges
- C. By streaming workdorce planning, enhancing employee interactions, and optimizing HR processes

- D. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, and uncovering new opportunities for engagement

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 # 23
How does SAP SuiccessFactors Employee Central Payrollimprove payrol accuracy?

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

Answer: A,D

Explanation:
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.

NEW QUESTION # 24
Which o the following are key business value crivers for SAP SuccessFactors Talent Management solutions?Note: There are 2 correct ansviers o this question

- A. Usability of analytics tools
- B. Reduction in titmo heire:
- C. Reduction n twmover
- D. increased customer engagement

Answer: B,C

Explanation:
B . Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.
☐ D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.
The other options are not directly listed as key business value drivers on learning.sap.com:
* A. Increased customer engagement is unrelated to HR/talent management solutions.

* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.
Correct answers: B and D.

NEW QUESTION # 25
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