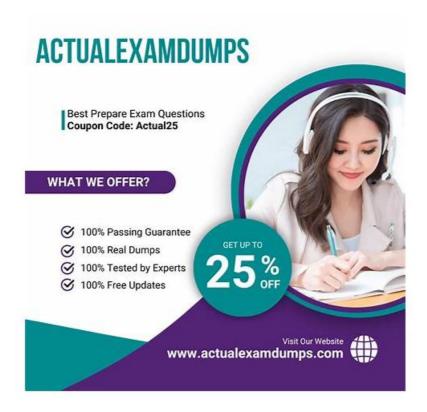# Real C-BCHCM-2502 Questions | Valid Real C-BCHCM-2502 Exam

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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 (Q10-Q15):

NEW QUESTION # 10
How oes SAP SuccessFactors support HR leaders with the help ofAI 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. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication
- D. Byidentitying and addressing moden supply chain challenges

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 # 11
Which of the following best describes the concept of people sustainabilty?

- A. paying employeesa ving wage
- B. Identifyitnhge skills required to support sustainability initiatives
- C. Treating people ethically and fairly
- D. Proviing employees with benefits such as healthcare.

Answer: C

Explanation:
C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.
The other choices don't align with the core definition of people sustainability on learning.sap.com:
* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.
* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.
Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 12
Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

- A. To enhance customer relationship management
- B. To optimize supply chain logistics.
- C. Toincrease sales revenue
- D. To support the activities of the employee lifecycle

Answer: D

Explanation:
B . To support the activities of the employee lifecycle
According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.
☐ A. To enhance customer relationship management - Outside the scope of HR processes.
☐ C. To optimize supply chain logistics - Not part of the HR lifecycle.
☐ D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 13
What i the process ofidentifying and developing internal talent fo future key roles called?

- A. Succession Planning
- B. Onboarding
- C. Recruitment
- D. performance Management

Answer: A

Explanation:
A . Succession Planning
On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:
"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".
Final correct answer: A. Succession Planning.

NEW QUESTION # 14
Which of the following are features of SAP SuccessFactors Recruting?Note: There are 2 correct answers to this questio n.

- A. Abilty to automate the candidate-o-employee conversion process
- B. Al features for job description content generation and candidate skilis matching
- C. Automated job distrbtion o job boards and sourcing channels
- D. Automatic canciciate screening and final selection

Answer: B,C

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 # 15

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