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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q12-Q17):

NEW QUESTION # 12

How can SAP SuiccessFactors Work Zone help professional services organizations?Note: There are 3 corfect answers to this questio n.

- A. it offers advanced Al algorithms to automate HR processes.
- B. It enables users to review budgets and reward team members.
- C. It offers easy access to business applications, processes, and information from an intellwoirkg ceenntetr.
- D. it features customizable content applications and a centralized role-specific view.
- E. It allows users to adiress issues lie staffing, searching fortalent, and schedluling interviews.

Answer: C,D,E

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

☐ C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.

☐ D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .

☐ E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.

☐ A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

☐ B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 13

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

- A. Help employees discover new growth and development opportuniies
- B. Automate and simplfy employee compensation planning.
- C. Track and messure cynamic teams'success with objectives and key results.
- D. Use Algenerated goals and automated workfiows.

Answer: C,D

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 # 14
Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. erformance Management, Learning and Development, and Customer Experience
- B. Recriting, Onboarding, and Global Benefits
- C. Recruiting, Onboarding, and Time Management
- D. Performance Management, Onboarding and Recruiting.

Answer: D

Explanation:
Solution:
B . Performance Management, Onboarding, and Recruiting
As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:
* Recruiting
* Onboarding
* Performance and Goals (Performance Management)
These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.
☐ A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.
☐ C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.
☐ D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.
Final correct answer: B.

NEW QUESTION # 15
What s the role of SAP LeaniX in supporting the inegration of SAP SuiccessFactors Employee Central with other systems?

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

Answer: C

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 application portfolios, technology dependencies, and enterprise architecture. This supports seamless integration between SAP SuccessFactors Employee Central and other systems, aiding IT governance and strategic alignment.
☐ A. Automating HR workflows - This is a capability of SAP Signavio or BTP, not LeanIX.
☐ B. Creating comprehensive reports for HR processes - While LeanIX can improve reporting capabilities, its primary role is landscape management, not HR reporting.
☐ D. Providing data-driven insights for strategic decision-making - LeanIX supports insights in the context of IT architecture, but this isn't its primary defined role in the integration scenario.
Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

NEW QUESTION # 16
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. Data management
- C. Rapid implementation of on-premise solutions.
- D. Appiication integration

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 # 17

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