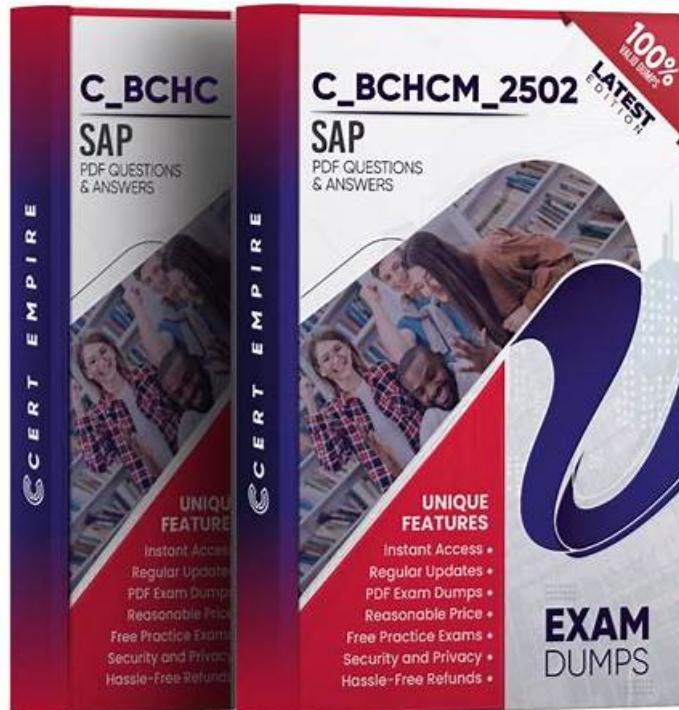


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SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

NEW QUESTION # 30

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

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

Answer: B,D

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 # 31

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By identifying and addressing modern supply chain challenges
- B. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- C. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- D. **By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**

Answer: D

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 # 32

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. **It features customizable content applications and a centralized role-specific view.**
- B. **It offers easy access to business applications, processes, and information from an intelligent center.**
- C. It offers advanced AI algorithms to automate HR processes.
- D. **It allows users to address issues like staffing, searching for talent, and scheduling interviews.**
- E. It enables users to review budgets and reward team members.

Answer: A,B,D

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 # 33

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Management of the employee rehiring process
- B. Performance goal setting for new employees
- C. Career path planning for new employees
- D. Automated employee relocation services

Answer: A

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process—matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com.

C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.

D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

NEW QUESTION # 34

What s the role of SAP LeanIX in supporting the inegration of SAP SuccessFactors Employee Central with other systems?

- A. Automating HR workflows
- B. Managing complex IT landscapes
- C. Creating comprehensive reports for HR processes.
- D. Providing data-diriven 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 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 # 35

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