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SAP C_BCHCM_2502
Certification: Exam Details,
Syllabus and Questions
SAP C_BCHCM_2502 Exam Guide

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The SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C_BCHCM_2502) certification validates expertise in positioning SAP SuccessFactors HCM within the SAP Business Suite. This guide covers the exam structure, key topics, and sample questions to aid preparation. With insights into talent management, workforce analytics, and onboarding, it helps professionals understand SAP SuccessFactors' business impact. By leveraging study materials and practice tests, candidates can enhance their knowledge and boost their chances of certification success.

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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 (Q13-Q18):

NEW QUESTION # 13

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform? Note: There are 2 correct answers to this question.

- A. Provide employees with AI-generated recommendations for learning and development.
- B. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- C. Use 54P process automation tools to streamline manual, repetitive, and error-prone tasks.
- D. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

Answer: C,D

Explanation:

Thank you for summarizing.

Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

NEW QUESTION # 14

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 # 15

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Headcount reporting metrics
- B. Real-time gamification for employee learning
- C. Reskilling workforces at scale
- D. Automated future workforce assignment

Answer: A

Explanation:

B. Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com

A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.

C. Automated future workforce assignment - Workforce planning is not referenced in the context of real-time insights in Employee Central.

D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

NEW QUESTION # 16

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

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

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 # 17

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- A. strategic planning
- **B. Learning and development**
- C. Customer experience
- **D. Core HR and payroll**
- **E. Talent management**

Answer: B,D,E

Explanation:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

A. Learning and development

* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

B. Core HR and payroll

* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR—explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

C. Talent management

* TALENT MANAGEMENT encompasses recruiting, performance, and development—directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

NEW QUESTION # 18

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