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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q24-Q29):

NEW QUESTION # 24
Which o the following are components of the Talent Intelligence Hb n the SAP SiccessFactors Talent Management Sute? Note: There are 3 correct ansviers to this questio n.

- A. AP Business AI
- B. Skils Ontology
- C. Recruiting Dashboard
- D. Anributes Library
- E. Growth Portfolio

Answer: B,D,E

Explanation:
B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations

define and manage people attributes like competencies and skills.

☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.

☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 25

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

- A. Core HR, Time and Payroll. |Talent Acquisition |Leaming and Talent Management | Workiorce Analytics and Planning | HR Compliance
- B. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- C. Core HR, Time and Payroll | Working Capital | Learming and Talent Management | Workforce Analytics and Planning | HR Compliance
- D. Talent Acqisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance

Answer: A

Explanation:

B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:

* Core HR, Time & Payroll
* Talent Acquisition (recruiting/onboarding)
* Learning & Talent Management
* Workforce Analytics & Planning
* HR Compliance

This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.

The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).

Final correct answer: B.

NEW QUESTION # 26

Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

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

Answer: B,C,D

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 # 27

How does SAP SuiccessFactors Employee Central Payrollimprove payrol accuracy?

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

Answer: B,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 # 28

Which of the following features in SAP SuccessFactors Work Zone enhance employee prodictivty and engagement?Note: There are 2 correct ansviers o this question

- A. Role-based security and compliance:
- B. Data-criven payroll insights
- C. Collaborative workspaces
- D. Personalized guided experiences

Answer: C,D

Explanation:
A . Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.
☐ B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .
☐ C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.
☐ D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.
Final answer (from learning.sap.com): A and B.

NEW QUESTION # 29

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