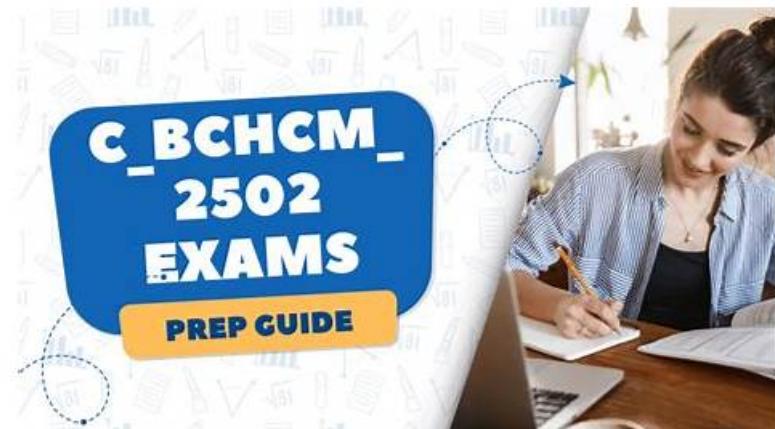


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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q31-Q36):

NEW QUESTION # 31

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

- A. Core HR, Time and Payroll, Talent Acquisition, Learning and Talent Management, Workforce Analytics and Planning, HR Compliance
- B. Talent Acquisition, Learning and Talent Management, Workforce Analytics and Planning, Risk & Compliance
- C. Core HR, Time and Payroll, Working Capital, Learning and Talent Management, Workforce Analytics and Planning, HR Compliance
- D. Core HR, Time and Payroll, Talent Acquisition, Learning and Talent Management, Integrated Business Planning, HR 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 # 32

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To ensure financial well-being and stability for all employees
- B. To maximize individual growth potential
- C. To promote a sense of belonging for all employees
- D. To prioritize physical health and safety in the workplace

Answer: C

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:

* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.

C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.

D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 33

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- A. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- B. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.

- C. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- D. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- E. By establishing a single source of truth for people and skills data to drive more informed business decisions

Answer: A,B,E

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

- D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
- E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.
- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

- C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

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

NEW QUESTION # 34

What is the process of identifying and developing internal talent for future key roles called?

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

Answer: B

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 # 35

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 # 36

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