


# SAP C\_OCM\_2503専門トレーニング & C\_OCM\_2503 受験対策書



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>> SAP C\_OCM\_2503専門トレーニング <<

## C\_OCM\_2503受験対策書、C\_OCM\_2503問題と解答

幸せの生活は自分で作られて得ることです。だから、大人気なIT仕事に従事したいあなたは今から準備して努力するのではないのでしょうか？ さあ、ここで我々社のSAPのC\_OCM\_2503試験模擬問題を推薦させていただきます

ませんか。我が社のC\_OCM\_2503問題集は必ずあなたの成功へ道の助力になれます。

## SAP Certified Associate - Organizational Change Management 認定 C\_OCM\_2503 試験問題 (Q22-Q27):

### 質問 # 22

What are the key benefits of defining clear enablement roles in an SAP project? Note: There are 3 correct answers to this question.

- A. It describes the enablement strategy and gives clear directions for the enablement team
- B. It gives enablement team members a greater sense of ownership and increases team accountability
- C. It increases transparency and visibility in the project team and helps to facilitate decision-making processes
- D. It provides the enablement team members with the required tools to execute enablement activities
- E. It ensures that everyone involved in enablement activities knows what needs to be done

正解: B、C、E

解説:

Defining clear enablement roles (e.g., enablement lead, trainer) in SAP OCM ensures effective training and adoption. Option A is correct because ownership-e.g., a trainer knowing they're responsible for content delivery-boosts accountability; if roles blur, tasks like scheduling sessions might slip, delaying readiness.

Option B is correct as transparency (e.g., who handles logistics) and visibility (e.g., roles listed in the plan) streamline decisions-e.g., the project manager can quickly assign a task knowing the enablement lead oversees it, avoiding confusion. Option C is correct because clarity on duties (e.g., "content developer creates materials") ensures everyone knows their part-without this, a key user training might lack materials due to unclear responsibility, risking go-live preparedness.

Option D is incorrect-roles don't describe the strategy (a separate document); they execute it. Option E is incorrect; tools (e.g., SAP Enablement Platform) are provided separately, not via role definitions. SAP OCM emphasizes role clarity for ownership, transparency, and execution efficiency.

"Clear enablement roles enhance ownership and accountability, increase transparency and visibility for decision-making, and ensure all involved understand their responsibilities" (SAP Activate, Enablement Framework, Role Definition Benefits).

### 質問 # 23

The project leadership team agreed on the pulse check objectives, focus topics, target groups, and guiding principles. What are the next steps that must be executed to set up a pulse check? Note: There are 2 correct answers to this question.

- A. Develop the questions and prepare the questionnaire in a survey platform
- B. Plan the survey waves for the remaining project duration
- C. Inform the steering committee about the time schedule for the pulse check
- D. Involve employee representatives if required due to legal regulations

正解: A、D

解説:

A pulse check in SAP OCM is a quick, targeted survey to gauge stakeholder sentiment (e.g., readiness, adoption) at key project points, often in Deploy or Run phases. After agreeing on objectives (e.g., assess go-live confidence), focus topics (e.g., training effectiveness), target groups (e.g., key users), and principles (e.g., anonymity), the next steps operationalize it. Option B is correct because involving employee representatives (e.g., works council) is mandatory in some regions (e.g., Germany) due to legal requirements around employee data collection. This ensures compliance-e.g., if surveying a warehouse team, the works council might need to approve questions to protect worker rights, avoiding legal risks that could halt the process.

Option C is incorrect as developing questions (e.g., "Do you feel prepared for the new system?") and preparing the questionnaire in a survey platform (e.g., Qualtrics) translates objectives into actionable data collection.

This step is critical-without questions, there's no pulse check; a poorly designed survey (e.g., vague queries) yields useless results, while a platform ensures efficient distribution and analysis.

Option A is incorrect-planning survey waves for the entire project assumes multiple checks, but a pulse check is a single, focused snapshot; ongoing planning happens later if needed. Option D is incorrect; informing the steering committee about the schedule is a courtesy, not a "must" step-execution precedes reporting. SAP OCM stresses compliance and question design as immediate priorities post-agreement.

"After defining pulse check parameters, involve employee representatives for legal compliance where required, and develop questions with a survey platform to enable effective execution" (SAP Activate Methodology, OCM Workstream, Pulse Check Setup).

#### 質問 # 24

How would you carry out a high-level change impact analysis?

- A. Analyze the differences between as-is and to-be processes
- **B. Conduct interviews and workshops with key project stakeholders**
- C. Define and assess key change impact metrics
- D. Set up a survey within the project team

正解: B

解説:

A high-level change impact analysis (CIA) in SAP OCM gathers broad insights early on. Option C is correct because interviews and workshops with stakeholders (e.g., business leads) provide a comprehensive view of impacts across units. Option A is incorrect- surveys are too narrow and project-team focused. Option B is part of detailed CIA, not high-level. Option D is a follow-up, not the method itself. SAP emphasizes stakeholder engagement for high-level CIA.

"Conduct high-level change impact analysis through stakeholder interviews and workshops to assess broad impacts" (SAP Activate, OCM Workstream, Prepare Phase).

#### 質問 # 25

How should a change manager proceed when developing the initial change plan?

- A. Only start the development when the available information allows detailed planning to avoid later adjustments
- **B. Consider interdependencies between change management tasks and key project milestones to ensure synchronization with the project plan**
- C. Align the initial change plan with the key stakeholders of the impacted business units to ensure their buy-in
- D. Use a different planning tool than the project manager to enhance the visibility of change management within the project

正解: B

解説:

The initial change plan, developed in the SAP Activate Prepare phase, sets the OCM roadmap. Option C is correct because considering interdependencies with project milestones (e.g., aligning training with system testing in Realize) ensures synchronization- e.g., if go-live shifts, communication must adjust, preventing misaligned efforts. This integration is vital in SAP Activate, where OCM supports technical delivery. For instance, stakeholder workshops might be timed before fit-to-standard sessions to prepare users, showing how OCM tasks hinge on project progress.

Option A is incorrect- using a different tool (e.g., separate software) risks silos and confusion, not visibility; alignment with the project plan (e.g., same Gantt chart) is standard. Option B is incorrect- waiting for full details contradicts agile principles; the initial plan is high-level and refined later (Explore/Realize), as early info is often incomplete. Option D is incorrect; while stakeholder alignment is valuable, it's a follow-up to ensure execution, not the development process, which focuses on planning first. SAP OCM prioritizes integration over isolation.

"Develop the initial change plan by considering interdependencies with project milestones, ensuring OCM activities synchronize with the overall implementation" (SAP Activate, Change Plan Development).

#### 質問 # 26

What are typical strategies for aligning leadership in an SAP cloud project? Note: There are 3 correct answers to this question.

- **A. Involve business leaders actively in key communication activities, such as roadshows, townhalls, or testimonials to enhance their visibility**
- B. Involve business leaders in workshops to identify change impacts and to derive activities to allow a smooth transition
- C. Reduce the bonus pay-out for resistant business leaders to foster a more positive attitude and change supportive behavior
- **D. Offer opportunities for leaders to openly address issues and concerns, for example Q&A sessions with the project managers**
- **E. Align the business goals and incentives with the project objectives for business leaders to avoid goal conflicts**

正解: A、D、E

解説:

Aligning leadership in SAP OCM ensures top-down support for cloud projects. Option B is correct because Q&A sessions with

project managers allow leaders to voice concerns (e.g., about standardization), fostering trust and alignment through dialogue. Option C is correct as involving leaders in communication (e.g., speaking at townhalls) leverages their authority to promote the project, boosting visibility and credibility.

Option D is correct because aligning goals and incentives (e.g., tying performance metrics to project success) minimizes conflicts, ensuring leaders prioritize the implementation.

Option A is incorrect-reducing bonuses is punitive, risks escalating resistance, and isn't an SAP OCM practice; positive reinforcement is preferred. Option E is incorrect; while leaders might join workshops, identifying impacts is typically for process owners/SMEs-leadership focuses on sponsorship, not derivation.

SAP OCM stresses engagement and alignment over coercion.

"Align leadership through Q&A opportunities, active communication roles, and goal alignment to secure their support and influence" (SAP Activate, Leadership Alignment Strategies).

## 質問 #27

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そうだけども居心地の悪い空気になった時、教室のドアを開けC\_OCM\_2503で庸太郎という幼馴染の友人が近付いて来た、案外、あっさりと釣れてくれたようだ、当社ShikenPASSは常に業界標準を順守しています、的中率が高く、問題が全面的で、精確的ですから、我々のC\_OCM\_2503問題集を利用したら、お客様の時間と精力を節約して試験に無事に合格することができます。

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