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SAP Certified Application Associate - SAP S/4HANA Cloud (public) - Service Implementation Sample Questions (Q31-Q36):

NEW QUESTION # 31

You want to use a product proposal in a service order. Which actions support this requirement?

Note: There are 2 correct answers to this question.

- A. You create an equipment as a reference object and assign in to the service order.
- B. You create a bill of material (BOM), representing the components that can be selected in the service order.
- C. You activate the product proposal functionality in the item category used in the service order.
- D. You add the required service contract as a reference document to the service order on header level.

Answer: C

NEW QUESTION # 32

Data Migration

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What are characteristics of the SAP S/4HANA Migration Cockpit?

Note: There are 2 correct answers to this question.

- A. Mapping source values to SAP S/4HANA target values
- B. Combining the staging and file approaches into one migration project
- C. Guidance and simulation of the migration process
- D. Extensibility using the Legacy System Migration Workbench (LSMW)

Answer: A,C

NEW QUESTION # 33

What is a feature that is available in the SAP S/4HANA Cloud system once scope item Procurement for Service Management (3NI) has been activated?

- A. A service order line item can create a purchase order directly, skipping the purchase requisition document.
- B. Goods receipts for purchase orders can be posted that update costs in a service order at line item level.
- C. A service order line item can create a purchase contract directly, skipping the purchase order document.
- D. Goods receipts for service order line items can be posted, updating costs in the purchase order sent to a vendor.

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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"> 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 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 (Q10-Q15):

NEW QUESTION # 10

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

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

Answer: A,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 # 11

Which of the following activities does the SAP Business Technology Platform support? Note: There are 2 correct answers to this

question.

- **A. Data management**
- B. Talent management
- **C. Application integration**
- D. Rapid implementation of on-premise solutions.

Answer: A,C

Explanation:

Solution:

A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.

C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.

B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.

D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.

Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 12

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- **A. To support the activities of the employee lifecycle**
- B. To increase sales revenue
- C. To optimize supply chain logistics.
- D. To enhance customer relationship management

Answer: A

Explanation:

B . To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle—from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

A. To enhance customer relationship management - Outside the scope of HR processes.

C. To optimize supply chain logistics - Not part of the HR lifecycle.

D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.

Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 13

What does the Develop to Grow process emphasize?

- A. Evaluating potential candidates
- B. Attracting talented candidates
- C. Onboarding new hires
- **D. Setting employee goals and their continuous growth**

Answer: D

Explanation:

Solution:

B . Setting employee goals and their continuous growth

According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

- * A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
 - * C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
 - * D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.
- Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

NEW QUESTION # 14

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By managing uncertainty via real-time planning and scenario analysis
- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve
- E. By maintaining customer data for accurate analysis

Answer: B,C,D

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals—a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.
- A. Maintaining customer data for accurate analysis - This is outside HR scope.
- E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

NEW QUESTION # 15

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