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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q20-Q25):

### NEW QUESTION # 20

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

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

**Answer: B,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 # 21

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Growth Portfolio
- B. Recruiting Dashboard
- C. Attributes Library
- D. Skills Ontology
- E. AI Business AI

**Answer: A,C,D**

Explanation:

B. Recruiting Dashboard - 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 # 22

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question

- **A. Continuous performance management**
- B. sales performance management
- C. Employee data management
- **D. AI-driven career growth and development**

**Answer: A,D**

Explanation:

Solution:

A. AI-driven career growth and development

Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.

☐ C. Continuous performance management

The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.

☐ B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.

☐ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.

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

### NEW QUESTION # 23

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- **A. It features customizable content applications and a centralized role-specific view.**
- B. It offers advanced AI algorithms to automate HR processes.
- **C. It allows users to address issues like staffing, searching for talent, and scheduling interviews.**
- **D. It offers easy access to business applications, processes, and information from an intelligent center.**
- E. It enables users to review budgets and reward team members.

**Answer: A,C,D**

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

☐ C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.

☐ D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information.

☐ E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.

☐ A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

☐ B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

### NEW QUESTION # 24

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. Automatic candidate screening and final selection
- B. Ability to automate the candidate-to-employee conversion process
- C. Automated job distribution to job boards and sourcing channels
- D. AI features for job description content generation and candidate skills matching

**Answer: C,D**

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 # 25

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