

Trustable SAP - C-BCHCM-2502 - SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions Answers



SAP CERTIFICATION

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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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 (Q25-Q30):

NEW QUESTION # 25

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question

- A. The ability to create interactive analytics and reports
- B. The use of AI to eliminate human interaction in HR related workflows.
- C. The ability to equip employees with self-service tools
- D. The ability to automate HR workflows

Answer: C,D

Explanation:

A. The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

☐ D. The use of AI to eliminate human interaction in HR workflows - [Learning.sap.com](http://learning.sap.com) focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

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

NEW QUESTION # 26

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

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

Answer: A,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 SuccessFactors support HR leaders with the help of AI agents?

- **A. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- B. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- C. By identifying and addressing modern supply chain challenges
- D. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement

Answer: A

Explanation:

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

* Automating and improving workforce planning through autonomous analysis of SAP and third-party data

* Enabling more engaging, AI-driven employee experiences

* Optimizing HR processes for greater efficiency.

The other options are not applicable:

* A focuses on supplier information and workflows, which is outside the HR domain.

* C addresses customer behavior and churn - that's a sales/marketing use case, not HR.

* D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

NEW QUESTION # 28

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

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

Answer: A,B

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 # 29

Which of the following is a key technology that Supports the SAP SuccessFactors HCM Suite? Note: There are 2 correct answers to this question

- A. Blockchain integration layer
- B. SAP Business AI
- C. SAP Business Technology Platform
- D. Augmented intelligence analytics.

Answer: C,D

Explanation:

Solution:

A. SAP Business Technology Platform

SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.

☐ C. Augmented intelligence (AI) analytics

The suite leverages SAP Business AI-powered by machine learning and generative AI to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.

☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).

☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com.

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

NEW QUESTION # 30

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