

Free PDF Quiz C-BCHCM-2502 - SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions High Hit-Rate Pdf Version



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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 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"> 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.

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 automate HR workflows**
- D. The ability to equip employees with self-service tools**

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 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 applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Global Benefits
- B. Recruiting, Onboarding, and Time Management
- C. Performance Management, Learning and Development, and Customer Experience
- D. Performance Management, Onboarding and Recruiting**

Answer: D

Explanation:

Solution:

B . Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

* Recruiting

* Onboarding

* Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.

C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.

D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION # 27

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Predictive Analytics
- **B. Machine Learning**
- C. SAP Business Technology Platform
- D. Data Warehousing

Answer: B

Explanation:

Solution:

B . Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.

C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com.

D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 28

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 maintaining customer data for accurate analysis
- **B. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape**
- **C. By ensuring an engaged and proactive workforce as competition intensifies and expectations evolve**
- **D. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages**
- E. By managing uncertainty via real-time planning and scenario 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 # 29

Which of the following best describes the concept of people sustainability?

- A. Providing employees with benefits such as healthcare.
- B. Identifying the skills required to support sustainability initiatives
- C. Paying employees a living wage
- D. Treating people ethically and fairly

Answer: D

Explanation:

C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

- * A. Paying employees a living wage - While important, it's a specific action, not the broad concept.
- * B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.
- * D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 30

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