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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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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Exam as an attempt.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q14-Q19):

NEW QUESTION # 14
Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

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

Answer: C

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 # 15
Which of the following is a key technology that Supports the SAP SuccessFactors HCM Stite?Note: There are 2 correct ansviers to this question

- A. Blockehain inegration ayer
- B. 5aP Business Technology Platform
- C. Augmented intelligence analytics.
- D. 5aP BusinesAsl

Answer: B,C

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 # 16
What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this questio n.

- A. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- B. inegrate and connect HR data,processes, and people to cloud-based, on-premise, and hybrid landscapes.
- C. Use 54P process automation tools to streamline manual, repetiive, and error-prone tasks.
- D. Provicie employees with Al-generated recommendations for earning and development.

Answer: B,C

Explanation:
Thank you for summarizing.
☐ Confirmed from learning.sap.com:
The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:
☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.
☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.
SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.
☐ C. Provide employees with AI-generated recommendations for learning and development.
This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.
☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.
✔ Final correct answers from learning.sap.com: A and B.

NEW QUESTION # 17
What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

- A. Core HR, Time and Payroll. |Talent Acquisition |Leaming and Talent Management | Workiorce Analytics and Planning | HR Compliance
- B. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- C. Talent Acqisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- D. Core HR, Time and Payroll | Working Capital | Learming and Talent Management | Workforce Analytics and Planning | HR Compliance

Answer: A

Explanation:
B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:
* Core HR, Time & Payroll
* Talent Acquisition (recruiting/onboarding)
* Learning & Talent Management
* Workforce Analytics & Planning
* HR Compliance
This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.
The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).
Final correct answer: B.

NEW QUESTION # 18
How oes SAP SuccessFactors support HR leaders with the help ofAl agents?

- A. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication
- B. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, and uncovering new opportunities for engagement
- C. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- D. Byidentitying and addressing moden supply chain challenges

Answer: C

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 # 19

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