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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q11-Q16):

### NEW QUESTION # 11

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 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 # 12

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 leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- C. By identifying and addressing modern supply chain challenges
- D. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification

**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 # 13

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. strategic planning
- C. Core HR and payroll
- D. Talent management
- E. Customer experience

**Answer: A,C,D**

Explanation:

Based on the official SAP SuccessFactors documentation on [learning.sap.com](https://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 # 14

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Headcount reporting metrics
- B. Automated future workforce assignment
- C. Real-time gamification for employee learning
- D. Reskilling workforces at scale:

**Answer: A**

Explanation:

B. Headcount reporting metrics - As noted on [learning.sap.com](https://learning.sap.com), SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization [learning.sap.com](https://learning.sap.com).

☐ A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.

☐ C. Automated future workforce assignment - Workforce planning is not referenced in the context of real-time insights in Employee Central.

☐ D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from [learning.sap.com](https://learning.sap.com)): B. Headcount reporting metrics.

#### NEW QUESTION # 15

What does the Develop to Grow process emphasize?

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

**Answer: B**

Explanation:

Solution:

B. Setting employee goals and their continuous growth

According to [learning.sap.com](https://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](https://learning.sap.com): B. Setting employee goals and their continuous growth.

#### NEW QUESTION # 16

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