

C_OCM_2503 Bestehen Sie SAP Certified Associate - Organizational Change Management! - mit höhere Effizienz und weniger Mühen



2026 Die neuesten Fast2test C_OCM_2503 PDF-Versionen Prüfungsfragen und C_OCM_2503 Fragen und Antworten sind kostenlos verfügbar: <https://drive.google.com/open?id=1wH3Qj1ZYeOacEjailRz8mUiWPfUKoXMH>

Fast2test ist eine Website, die den IT-Kandidaten, die an der SAP C_OCM_2503 Zertifizierungsprüfung teilnehmen, Lernhilfe bieten, so dass sie das SAP C_OCM_2503 Zertifikat erhalten. Die Lernmaterialien von Fast2test werden von den erfahrungsreichen Fachleuten nach ihren Erfahrungen und Kenntnissen bearbeitet. Die alle sind von guter Qualität und auch ganz schnell aktualisiert. Unsere Prüfungsfragen und Antworten sind den realen Prüfungsfragen und Antworten sehr ähnlich. Wenn Sie Fast2test wählen, können Sie doch die schwierige SAP C_OCM_2503 Zertifizierungsprüfung, die für Ihre Karriere von großer Wichtigkeit ist, bestehen.

Die Konkurrenz in der IT-Branche im 21. Jahrhundert ist sehr hart. Natürlich ist die SAP C_OCM_2503 Zertifizierungsprüfung zu einer sehr beliebten Prüfung im IT-Bereich geworden. Immer mehr Menschen beteiligen sich an der C_OCM_2503 Prüfung. Die Prüfung zu bestehen, ist auch der Traum der ambitionierten IT-Fachleuten.

>> C_OCM_2503 Deutsch Prüfung <<

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Die Schulungsunterlagen zur SAP C_OCM_2503 Prüfung von Fast2test sind eine Sammlung der Erfahrungen von denjenigen, die im IT-Bereich schon zertifiziert sind und ein Ergebnis der Innovation. Unsere Berufsgruppe von IT-Eliten bietet den breiten Kandidaten ständig die neuesten Schulungsunterlagen zur SAP C_OCM_2503 Zertifizierungsprüfung, deren Korrektheit zweifellos ist. Unser Ziel liegt darin, dass die Kandidaten in kürzester Zeit die SAP C_OCM_2503 Ziertifizierungsprüfung beim ersten Versuch bestehen können.

SAP Certified Associate - Organizational Change Management

C_OCM_2503 Prüfungsfragen mit Lösungen (Q58-Q63):

58. Frage

How do you define the term Organizational Change Management?

- **A. It is a comprehensive, cyclic, and structured approach for transitioning individuals, groups, and organizations from a current to a future state with intended business benefits.**
- B. It is a selective, singular, and intuitive approach for transitioning individuals, groups, and organizations from a traditional to an agile organizational setup with intended business benefits.
- C. It is a comprehensive, cyclic, and structured approach for transitioning individuals, groups, and organizations from a traditional to an agile organizational set-up with focus on the added value for the impacted users.
- D. It is a selective, singular, and intuitive approach for transitioning individuals, groups, and organizations from a current to a future state with focus on the added value for the impacted users.

Antwort: A

Begründung:

SAP defines OCM broadly and systematically. Option C is correct because it describes OCM as comprehensive (holistic), cyclic (iterative), and structured (methodical), transitioning from current to future states with business benefits-aligning with SAP Activate's goals. Option A is incorrect- "selective" and

"intuitive" contradict OCM's structured nature. Option B narrows it to "agile setup," which isn't SAP- specific. Option D is incorrect due to "selective" and "singular," missing the cyclic aspect. C reflects SAP's OCM essence.

"Organizational Change Management is a comprehensive, cyclic, and structured approach to transition individuals, groups, and organizations from a current to a future state, delivering intended business benefits" (SAP OCM Framework, Definition).

59. Frage

A repeated stakeholder analysis for the management team of an impacted business unit reveals that targeted communication activities for one opponent do not have the desired impact on the opponent's attitude. What would you recommend as a next activity?

- **A. Ask the project sponsor to get actively involved in stakeholder engagement activities targeted at the opponent.**
- B. Provide specific enablement sessions to positively influence the opponent's attitude.
- C. Use financial incentives to motivate the opponent to visibly support the project and thus foster the opponent's buy-in.
- D. Invite the opponent to the next steering committee meeting to discuss and challenge their negative perception of the project.

Antwort: A

Begründung:

When communication fails to shift an opponent's attitude, escalation to a higher authority like the project sponsor is a strategic move in SAP OCM. Option C is correct because the sponsor's involvement leverages their influence to address resistance, aligning with SAP's emphasis on leadership support in stakeholder management. Option A is incorrect-financial incentives are not a standard OCM practice and may undermine genuine buy-in. Option B is impractical; steering committee meetings are for decision-making, not resolving individual resistance. Option D could help but is less effective than sponsor engagement, as enablement alone may not address deeper concerns.

Extract from SAP OCM Concepts: SAP Activate recommends leveraging senior leadership (e.g., sponsors) to manage resistant stakeholders (SAP OCM Framework, Stakeholder Management).

60. Frage

What should a change manager keep in mind when identifying stakeholder groups?

- **A. The number of impacted employees should be documented**
- B. The stakeholder identification is a one-time activity
- C. Management teams are not listed as separate stakeholder groups
- D. A business unit should be broken down into about five stakeholder groups

Antwort: A

Begründung:

Identifying stakeholder groups in SAP OCM (Prepare phase) builds the foundation for engagement. Option B is correct because

documenting the number of impacted employees-e.g., "50 warehouse staff affected by inventory changes"-quantifies the scope, aiding resource planning (e.g., training sessions) and impact assessment (e.g., resistance scale). Without this, efforts might under- or over-allocate, like scheduling one session for 200 users, overwhelming trainers.

Option A is incorrect-arbitrarily setting "five groups" per unit lacks basis; groups (e.g., key users, managers) depend on impact, not a fixed number. Option C is incorrect-management teams are distinct stakeholders if impacted (e.g., finance leads losing report customization), requiring specific strategies. Option D is incorrect; identification iterates as the project evolves (e.g., new units added in later waves). SAP OCM emphasizes scale documentation for practical planning.

"When identifying stakeholder groups, document the number of impacted employees to assess the scale and tailor change management efforts accordingly" (SAP Activate, Stakeholder Identification Guidelines).

61. Frage

How would you assign the responsibilities for organizational change management in a cloud project? Note:

There are 2 correct answers to this question.

- A. In small projects, the project manager can take over the change management responsibility.
- B. In mid-size projects, the change management responsibility should be assigned to the business leaders of the impacted units.
- C. In large projects, the change management responsibility is usually assigned to a designated change manager or a change management team.
- D. Independently from the project size, the change management responsibility is assigned to the project sponsor.

Antwort: A,C

Begründung:

Responsibility assignment in SAP OCM depends on project scale. Option A is correct because large projects require specialized expertise, so a dedicated change manager or team is typical to handle complexity. Option C is correct as small projects often lack resources for a separate change manager, so the project manager assumes this role. Option B is incorrect-business leaders may support change but are not typically responsible for managing it, as this requires specific OCM skills. Option D is incorrect; the project sponsor provides oversight and support, not direct responsibility for execution, regardless of size.

Extract from SAP OCM Concepts: SAP Activate recommends tailoring OCM roles to project size, with dedicated resources for large implementations and consolidated roles for smaller ones(SAP OCM Framework).

62. Frage

Which organizational change management activity is usually performed in which SAP Activate phase? Note:

There are 2 correct answers to this question.

- A. The change plan is usually developed in the Explore phase
- B. The business readiness assessment is usually conducted in the Discover phase
- C. The user adoption analysis is usually conducted in the Run phase
- D. The change assessment is usually conducted in the Prepare phase

Antwort: C,D

Begründung:

SAP Activate phases align OCM activities with project stages. Option A is correct because user adoption analysis-measuring actual usage (e.g., system logins, feedback)-occurs in the Run phase post-go-live, assessing real outcomes vs. predictions. Option C is correct as the change assessment (evaluating readiness, culture, capabilities) happens in the Prepare phase to baseline the organization before detailed planning-e.g., interviewing leaders to gauge change appetite.

Option B is incorrect-the business readiness assessment (checking go-live preparedness) is in Deploy, not Discover, which focuses on solution exploration. Option D is incorrect; the change plan starts in Prepare (initial version), not Explore, where it's refined. SAP OCM ties activities to phase-specific goals.

"Change assessment occurs in Prepare to evaluate readiness, and user adoption analysis in Run to measure post-go-live success" (SAP Activate, OCM Phase Alignment).

63. Frage

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