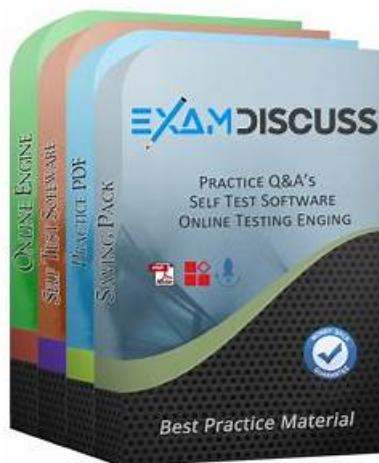# C-BCHCM-2502 Learning Engine Exam | Valid C-BCHCM-2502 Study Materials–100% free

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

NEW QUESTION # 30
Which of the following is a capabilty of SAP SuccessFactors Onboarding?

- A. Career path planning for new employees
- B. Automated employee relocation services
- C. Performance goal setting for new employees
- D. Management of the employee rehiring process

Answer: D

Explanation:
Solution:
A . Management of the employee re-hiring process
According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.
☐ B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com.
☐ C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.
☐ D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.
Final correct answer: A. Management of the employee re-hiring process.

NEW QUESTION # 31
Which of the following does SAP SuccessFactors Employee Central oferfor real-time workforce insights?

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

Answer: A

Explanation:
B . Headcount reporting metrics - As noted on 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.
☐ 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): B. Headcount reporting metrics.

NEW QUESTION # 32
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Prediciive Analytics
- B. sAP Business Technology Platiorm
- C. Machine Leaming
- D. Data Warehousing

Answer: C

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 # 33

Which o the following are key business value crivers for SAP SuccessFactors Talent Management solutions?Note: There are 2 correct ansviers o this question

- A. Reduction in titmo heire:
- B. Reduction n twmover
- C. Usability of analytics tools
- D. increased customer engagement

Answer: A,B

Explanation:
B . Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.
☐ D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.
The other options are not directly listed as key business value drivers on learning.sap.com:
* A. Increased customer engagement is unrelated to HR/talent management solutions.
* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.
Correct answers: B and D.

NEW QUESTION # 34

Which of the following are features of SAP SuccessFactors Recruting?Note: There are 2 correct answers to this questio n.

- A. Automatic canciciate screening and final selection
- B. Automated job distrbtion o job boards and sourcing channels
- C. Al features for job description content generation and candidate skilis matching
- D. Abilty to automate the candidate-o-employee conversion process

Answer: B,C

Explanation:
Solution:
B . AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.
☐ C. Automated job distribution to job boards and sourcing channels
The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.
☐ A. Ability to automate the candidate-to-employee conversion process
That's a feature of SuccessFactors Onboarding, not Recruiting.
☐ D. Automatic candidate screening and final selection
While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com.
Final correct answers: B and C.

NEW QUESTION # 35

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