

# 2026 Lab C-BCHCM-2502 Questions 100% Pass | Latest C-BCHCM-2502 Valid Study Materials: SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions



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

### NEW QUESTION # 14

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. Usability of analytics tools
- B. increased customer engagement
- C. Reduction in turnover
- D. Reduction in time to hire

**Answer: C,D**

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 # 15

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Role-based security and compliance:
- **B. Collaborative workspaces**
- **C. Personalized guided experiences**
- D. Data-driven payroll insights

**Answer: B,C**

Explanation:

A . Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .

C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

### NEW QUESTION # 16

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

**Answer: A,B,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 # 17

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing quarterly payroll evaluation review sessions
- **B. Through the use of intelligent dashboards and reports**
- **C. Through real-time time valuation and continuous payroll**
- D. By providing automatic end-of-month payment reviews

**Answer: B,C**

Explanation:

Solution:

D. Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies.

A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

### NEW QUESTION # 18

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By identifying and addressing modern supply chain challenges
- B. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- C. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- **D. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**

**Answer: D**

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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