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SAP Certified Associate - Organizational Change Management Sample Questions (Q67-Q72):

NEW QUESTION # 67
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 large projects, the change management responsibility is usually assigned to a designated change manager or a change management team.
- B. In small projects, the project manager can take over the change management responsibility.
- C. In mid-size projects, the change management responsibility should be assigned to the business leaders of the impacted units.
- D. Independently from the project size, the change management responsibility is assigned to the project sponsor.

Answer: A,B

Explanation:
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).

NEW QUESTION # 68
Which aspects are usually documented in a communication channel analysis? Note: There are 3 correct answers to this question.

- A. Degree of standardization required for the channel
- B. Frequency of use and owner of the channel
- C. Stakeholders or stakeholder groups targeted by the channel
- D. Estimated costs per change communication activity via the channel
- E. Name and short description of the channel

Answer: B,C,E

Explanation:
A communication channel analysis in SAP OCM evaluates how channels support change communication.
Option C is correct because naming and describing each channel (e.g., "intranet - company news portal") clarifies its purpose and reach. Option D is correct as frequency of use (e.g., weekly updates) and ownership (e.g., HR team) define operational details and accountability. Option E is correct because identifying target stakeholders (e.g., key users, managers) ensures messages align with audience needs.
Option A is incorrect-"degree of standardization" is vague and not a standard aspect; channels are assessed for effectiveness, not uniformity. Option B is incorrect; while costs might be considered, they're not typically documented per activity in this analysis-budgeting is separate. SAP OCM uses this analysis to optimize communication delivery.
"A communication channel analysis documents channel names and descriptions, frequency and ownership, and targeted stakeholder groups to ensure effective messaging" (SAP OCM Framework,Communication Planning).

NEW QUESTION # 69
What are typical sources of information for identifying stakeholder groups? Note: There are 3 correct answers to this question.

- A. The IT department
- B. Senior managers of impacted business units
- C. Employee representative or works council
- D. The HR department
- E. The project sponsor

Answer: B,D,E

NEW QUESTION # 70

What are typical topics covered by a change story for a cloud implementation? Note: There are 3 correct answers to this question.

- A. Non-targets
- B. Risks and issues
- C. Training and enablement offerings
- D. Key facts and figures
- E. Benefits and investments

Answer: B,D,E

NEW QUESTION # 71

What are the benefits of a change story for an SAP cloud project? Note: There are 2 correct answers to this question.

- A. Integrating key opponents into the development of the change story fosters an attitude change and reduces resistance.
- B. As the change story is updated on an ongoing basis, it provides important input for refining the change plan.
- C. Elaborating and aligning the change story with the key project stakeholders helps to create a shared understanding of the project.
- D. The change story serves as the basis for all project-related communication assets, ensuring consistent messaging.

Answer: C,D

Explanation:
The change story drives alignment and consistency. Option A is correct because it standardizes communication assets (e.g., presentations). Option B is correct as collaboration with stakeholders builds consensus. Option C is incorrect-opponents may resist inclusion, and it's not a primary benefit. Option D is incorrect; the change story informs, but updates don't directly refine the plan. Extract from SAP OCM Concepts: The change story ensures consistent messaging and shared understanding (SAP OCM Framework, Communication).

NEW QUESTION # 72

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