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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• SAP SuccessFactors Core HR and Payroll: This section of the exam measures the skills of HR Technology Analysts and focuses on core human capital management capabilities offered by SuccessFactors. It includes topics related to Employee Central, payroll integration, and localization. The goal is to assess the understanding of how core HR data is managed, maintained, and used for payroll and compliance purposes within a global framework using SAP's cloud-based HR solutions.
Topic 2	<ul style="list-style-type: none">• Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions: This section of the exam measures the skills of SAP Solution Consultants and covers the integration and value proposition of SAP SuccessFactors HCM within the broader SAP Business Suite. It includes understanding how SuccessFactors complements existing SAP systems, supports cloud transformation, and enables businesses to shift from transactional systems to strategic HR processes. The section evaluates the ability to communicate the benefits and positioning of SuccessFactors in line with modern enterprise needs.
Topic 3	<ul style="list-style-type: none">• SAP SuccessFactors Talent Management: This section of the exam measures the skills of Talent Management Specialists and covers areas related to recruiting, onboarding, learning, performance, goals, and succession planning within the SuccessFactors suite. It evaluates knowledge of how these modules work together to support the full talent lifecycle and how they help organizations attract, develop, and retain top talent through an integrated and strategic approach to talent management.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q24-Q29):

NEW QUESTION # 24

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Machine Learning
- B. Predictive Analytics
- C. SAP Business Technology Platform
- D. Data Warehousing

Answer: A

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 # 25

Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- A. Project management tools
- B. Software development kits
- C. Data analysis tools
- D. Organizational charts

Answer: C,D

Explanation:

A. Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com

D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data-driven insights to streamline HR processes and support compliance.

B. Software development kits - Not included in these template offerings.

C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.

Correct answers: A and D.

NEW QUESTION # 26

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- A. To support the activities of the employee lifecycle
- B. To optimize supply chain logistics.
- C. To increase sales revenue
- D. To enhance customer relationship management

Answer: A

Explanation:

B. To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle—from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business

objectives.

- A. To enhance customer relationship management - Outside the scope of HR processes.
 - C. To optimize supply chain logistics - Not part of the HR lifecycle.
 - D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
- Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 27

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

Answer: A,C,E

Explanation:

Based on the official SAP SuccessFactors documentation on 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 # 28

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

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

Answer: B

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 # 29

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