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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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 3	<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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Time Management
- **B. Performance Management, Onboarding and Recruiting.**
- C. Performance Management, Learning and Development, and Customer Experience
- D. Recruiting, Onboarding, and Global Benefits

Answer: B

Explanation:

Solution:

B. Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

* Recruiting

* Onboarding

* Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

☐ A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.

☐ C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.

☐ D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION # 13

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It features customizable content applications and a centralized role-specific view.
- B. It offers easy access to business applications, processes, and information from an intelligent center.
- C. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- D. It offers advanced AI algorithms to automate HR processes.
- E. It enables users to review budgets and reward team members.

Answer: A,B,C

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

- ☐ C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
- ☐ D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information.
- ☐ E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
- ☐ A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

- ☐ B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 14

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- A. By establishing a single source of truth for people and skills data to drive more informed business decisions
- B. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- C. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- D. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- E. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently

Answer: A,B,E

Explanation:

Solution:

B. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

☐ D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.

☐ E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.

☐ A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

☐ C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

NEW QUESTION # 15

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

- **A. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- B. By identifying and addressing modern supply chain challenges
- 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: A

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 # 16

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question

- A. The ability to create interactive analytics and reports
- **B. The ability to automate HR workflows**
- C. The use of AI to eliminate human interaction in HR related workflows.
- **D. The ability to equip employees with self-service tools**

Answer: B,D

Explanation:

A. The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

☐ D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

Final correct answers (per learning.sap.com): A and C.

NEW QUESTION # 17

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