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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q22-Q27):

NEW QUESTION # 22
How oes SAP SuccessFactors support HR leaders with the help ofAI agents?

- A. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- B. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication
- C. Byidentitying and addressing moden supply chain challenges
- D. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, 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 # 23

Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

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

Answer: D

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 # 24

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

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

Answer: A,C

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 # 25

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

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

Answer: C

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 # 26
What does the Develop to Grow process emphasize?

- A. Attracting telented candidates
- B. Evaluating potential candidates
- C. Onboardinnewg hires
- D. Setting employee goals and their continuous grovth

Answer: D

Explanation:
Solution:
B . Setting employee goals and their continuous growth
According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.
The other options are not applicable:
* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.
Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

NEW QUESTION # 27
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