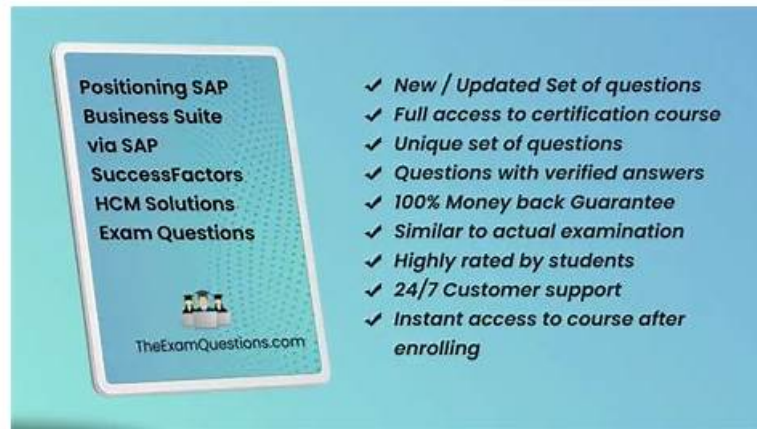


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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q26-Q31):

NEW QUESTION # 26

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

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

Answer: C

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 # 27

What is the process of identifying and developing internal talent for future key roles called?

- A. performance Management
- B. Onboarding
- C. Recruitment
- **D. Succession Planning**

Answer: D

Explanation:

A . Succession Planning

On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:

"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".

Final correct answer: A. Succession Planning.

NEW QUESTION # 28

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- **A. People managers can accelerate key decision-making by quickly identifying employee skills gaps.**
- **B. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.**
- C. Employees can identify ways to streamline and make the onboarding process more efficient.
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

Answer: A,B

Explanation:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

☐ A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."

☐ C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."

learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

NEW QUESTION # 29

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

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

Answer: B

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 # 30

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To maximize individual growth potential
- B. To ensure financial well-being and stability for all employees
- **C. To promote a sense of belonging for all employees**
- D. To prioritize physical health and safety in the workplace

Answer: C

Explanation:

Solution:

A . To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:
* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

- ☐ B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.
- ☐ C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.
- ☐ D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 31

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