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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q27-Q32):

### NEW QUESTION # 27

Which of the following best describes the concept of people sustainability?

- A. paying employees a living wage
- **B. Treating people ethically and fairly**
- C. Identifying the skills required to support sustainability initiatives
- D. Providing employees with benefits such as healthcare.

**Answer: B**

Explanation:

C. Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

\* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.

\* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

\* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

### NEW QUESTION # 28

Which underlying technology supports the HCM tools provided in 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 # 29

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

- D. Employees can identify ways to streamline and make the onboarding process more efficient.

**Answer: A,C**

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 # 30

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question

- **A. AI-driven career growth and development**
- B. sales performance management
- **C. Continuous performance management**
- D. Employee data management

**Answer: A,C**

Explanation:

Solution:

A. AI-driven career growth and development

Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.

☐ C. Continuous performance management

The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.

☐ B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.

☐ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.

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

### NEW QUESTION # 31

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

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

**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 # 32

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