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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 (Q31-Q36):

NEW QUESTION # 31
What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

- A. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- B. Core HR, Time and Payroll | Working Capital | Learming and Talent Management | Workforce Analytics and Planning | HR Compliance
- C. Talent Acqisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- D. Core HR, Time and Payroll. |Talent Acquisition |Leaming and Talent Management | Workiorce Analytics and Planning | HR Compliance

Answer: D

Explanation:
B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:
* Core HR, Time & Payroll
* Talent Acquisition (recruiting/onboarding)
* Learning & Talent Management
* Workforce Analytics & Planning
* HR Compliance
This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.
The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).
Final correct answer: B.

NEW QUESTION # 32
Which o the following are key business value crivers for SAP SuccessFactors Talent Management solutions?Note: There are 2 correct ansviers o this question

- A. Usability of analytics tools
- B. Reduction in titmo heire:
- C. Reduction n twmover
- D. increased customer engagement

Answer: B,C

Explanation:
B . Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.
☐ D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.
The other options are not directly listed as key business value drivers on learning.sap.com:
* A. Increased customer engagement is unrelated to HR/talent management solutions.
* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.
Correct answers: B and D.

NEW QUESTION # 33

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives?Note: There are 3 correct answers to this questio n.

- A. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- B. By ensuring an engaged and proclictive worldorce as competition Intensifies and expectations evolve
- C. By managing uncertainty viareal-time planning and scenario analysis
- D. By maintaining customer data for accurate analysis
- E. By enabling agile and compliant HR in an incressingly complex legal and regulatory landscape

Answer: A,B,E

Explanation:
Solution:
Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:
☐ B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
☐ C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .
☐ D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.
☐ A. Maintaining customer data for accurate analysis - This is outside HR scope.
☐ E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.
Final correct answers: B, C, and D.

NEW QUESTION # 34

How oes SAP SuccessFactors support HR leaders with the help ofAl agents?

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

Answer: D

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 # 35

Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

- A. To support the activities of the employee lifecycle
- B. To optimize supply chain logistics.
- C. Toincrease 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 # 36

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