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## SAP C-BCHCM-2502 Exam Syllabus Topics:

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Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q10-Q15):

### NEW QUESTION # 10

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resource Officers?

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

**Answer: B**

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 # 11

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

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

**Answer: D**

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 # 12

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. Automatic candidate screening and final selection
- **B. Automated job distribution to job boards and sourcing channels**
- **C. AI features for job description content generation and candidate skills matching**
- D. Ability to automate the candidate-to-employee conversion process

**Answer: B,C**

Explanation:

Solution:

B . AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

A. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com

Final correct answers: B and C.

### NEW QUESTION # 13

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

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

**Answer: A,D,E**

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

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

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

**Answer: A**

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 # 15

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