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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 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.
Topic 3	• 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.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

NEW QUESTION # 30
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. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- C. Byidentitying and addressing moden supply chain challenges
- D. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication

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 # 31
Which of the following are examples of how SAP Business Al can add value in the area of talent management?Note: There are 2 correct answers to this questio n.

- A. Employees canidentify ways to streamiine and make the onboarding process more efficient.
- B. Leamers can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of theirlearning

content.
- C. People managers can accelerate key decision-making by quickly identifying employee skils gaps.
- D. Recruiters and iring managers can use AI o generate and modify job descriptions and interview questions.

Answer: C,D

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 # 32

Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

- A. Learning and development
- B. Core HR and payroll
- C. strategic planning
- D. Customer experience
- E. Tatent management

Answer: A,B,E

Explanation:
Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:
☐ A. Learning and development
* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.
☐ B. Core HR and payroll
* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"
☐ C. Talent management
* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.
Final selections (3 correct): A, B, and C

NEW QUESTION # 33

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

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

Answer: B

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 # 34

Which of the following actiiies does the SAP Business Technology Plttorm support?Note: There are 2 correct ansviers to this questio n.

- A. Appiication integration
- B. Rapid implementation of on-premise solutions.
- C. Data management
- D. Tatent management

Answer: A,C

Explanation:
Solution:
A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.
☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.
☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.
☐ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.
Final correct answers (from learning.sap.com): A and C.

NEW QUESTION # 35

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