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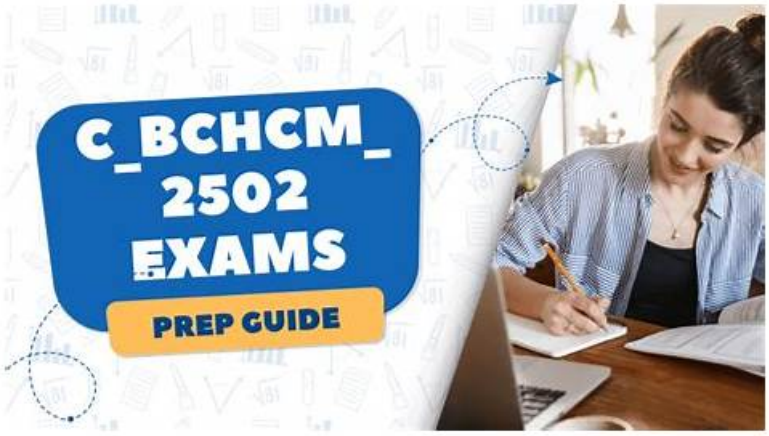

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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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 (Q15-Q20):

NEW QUESTION # 15
Which of the following applications are components of SAP SuccessFactors Talent Management?

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

Answer: C

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 # 16
What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this questio n.

- A. Provicie employees with Al-generated recommendations for earning and development.
- B. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- C. inegrate and connect HR data,processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Use 54P process automation tools to streamline manual, repetiive, and error-prone tasks.

Answer: C,D

Explanation:
Thank you for summarizing.
 Confirmed from learning.sap.com:
The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:
 A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.
 B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.
SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.
 C. Provide employees with AI-generated recommendations for learning and development.
This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.
 D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.
✔ Final correct answers from learning.sap.com: A and B.

NEW QUESTION # 17
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. Recruiters and iring managers can use Al o generate and modify job descriptions and interview questions.
- C. Leamers can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of theirlearning content.
- D. People managers can accelerate key decision-making by quickly identifying employee skils gaps.

Answer: B,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 # 18
What i the process ofidentifying and developing internal talent fo future key roles called?

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

Answer: A

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 # 19
How does SAP SuiccessFactors Employee Central Payrollimprove payrol accuracy?

- A. By providing automatic end-of-month payment reviews
- B. By provicing quarterty payroll evaluation review sessions
- C. Through the use of intelligent dashboards and reports
- D. Through real-time time valuation and continuous payroll

Answer: C,D

Explanation:
Solution:

D . Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.
□ C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .
□ A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.
□ B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.
Correct answers: C and D.

NEW QUESTION # 20
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