SAP - Latest C_BCHCM_2502 Actual Questions

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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	• 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	• 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q13-Q18):

NEW QUESTION # 13
Which o the following are components of the Talent Intelligence Hb n the SAP SiccessFactors Talent Management Sute? Note: There are 3 correct ansviers to this questio n.

- A. Skils Ontology
- B. Growth Portfolio
- C. AP Business Al
- D. Anributes Library
- E. Recruiting Dashboard

Answer: A,B,D

Explanation:
B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.
☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.
☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.
☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.
☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.
Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 14
What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

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

Answer: C

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 # 15
What i the process ofidentifying and developing internal talent fo future key roles called?

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

Answer: B

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 # 16
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. erformance Management, Learning and Development, and Customer Experience
- D. Recruiting, Onboarding, and Time Management

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 # 17

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

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

Answer: B,C,D

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 # 18

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