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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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>

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### SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q27-Q32):

#### NEW QUESTION # 27

How can SAP SuiccessFactors Work Zone help professional services organizations?Note: There are 3 corfect answers to this questio n.

- A. it offers advanced AI algorithms to automate HR processes.
- B. It offers easy access to business applications, processes, and information from an intellwoirkg ceenntetr.
- C. it features customizable content applications and a centralized role-specific view.
- D. It enables users to review budgets and reward team members.
- E. It allows users to adriess issues lie staffing, searching fortalent, and scheduling interviews.

**Answer: B,C,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 # 28

What is the purpose of total workforce management from SAP?

- A. Automating only manual processes.
- B. Proactively managing full-time employees
- C. Providing a clear view of the entire workforce
- D. Analyzing historical data for strategic planning

**Answer: C**

Explanation:

A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.

The other options don't match the SAP description exactly:

\* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .

\* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.

\* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.

Correct answer: A.

### NEW QUESTION # 29

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

- A. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.
- B. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
- C. Provide employees with AI-generated recommendations for learning and development.
- D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

**Answer: A,B**

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 # 30

What does the Develop to Grow process emphasize?

- A. Evaluating potential candidates
- B. Onboarding new hires
- C. Setting employee goals and their continuous growth

- D. Attracting talented candidates

**Answer: C**

Explanation:

Solution:

B . Setting employee goals and their continuous growth

According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

- \* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
- \* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
- \* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.

Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

### NEW QUESTION # 31

Which of the following best describes the concept of people sustainability?

- A. Identifying the skills required to support sustainability initiatives
- B. paying employees a living wage
- C. Treating people ethically and fairly
- D. Providing employees with benefits such as healthcare.

**Answer: C**

Explanation:

C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

- \* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.
- \* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.
- \* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

### NEW QUESTION # 32

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The competition in today's society is the competition of talents. Can you survive and be invincible in a highly competitive society? Can you gain a foothold in such a complex society? If your answer is "no", that is because your ability is not strong enough. Our C\_BCHCM\_2502 test braindumps can help you improve your abilities. Once you choose our learning materials, your dream that you have always been eager to get SAP certification which can prove your abilities will be realized. You will have more competitive advantages than others to find a job that is decent. We are convinced that our C\_BCHCM\_2502 Exam Questions can help you gain the desired social status and thus embrace success.

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