

C_OCM_2503教育資料、C_OCM_2503資格準備



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>> C_OCM_2503教育資料 <<

実際のC_OCM_2503教育資料 & 資格試験のリーダー & 最高のC_OCM_2503資格準備

短い時間に最も小さな努力で一番効果的にSAPのC_OCM_2503試験の準備をしたいのなら、CertJukenのSAPのC_OCM_2503試験トレーニング資料を利用することができます。CertJukenのトレーニング資料は実践の検証に合格したもので、多くの受験生に証明された100パーセントの成功率を持っている資料です。CertJukenを利用したら、あなたは自分の目標を達成することができ、最良の結果を得ます。

SAP C_OCM_2503 認定試験の出題範囲：

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">Change Strategy: This section of the exam measures the skills of a Change Manager and centers on formulating the right strategy for managing organizational change. It includes defining the direction, scope, and impact of change efforts while ensuring alignment with strategic business objectives.
トピック 2	<ul style="list-style-type: none">Change Effectiveness: This section of the exam measures the skills of a Transformation Consultant and evaluates how well the change has been adopted and integrated into the organization. It involves tracking metrics, gathering feedback, and assessing outcomes to continuously improve the change approach.

トピック 3	<ul style="list-style-type: none"> • Change Enablement: This section of the exam measures the skills of a Change Manager and deals with the tools, training, and support systems that empower employees to adopt and sustain the change. It ensures that people are equipped with the right capabilities to thrive in the new environment.
トピック 4	<ul style="list-style-type: none"> • Change Communication: This section of the exam measures the skills of a Change Manager and focuses on the communication plans and methods necessary for successful change. It involves designing communication strategies that engage stakeholders, promote transparency, and address concerns during the transition.

SAP Certified Associate - Organizational Change Management 認定 C_OCM_2503 試験問題 (Q74-Q79):

質問 # 74

What are typical topics covered by a change story for a cloud implementation? Note: There are 3 correct answers to this question.

- **A. Risks and issues**
- B. Training and enablement offerings
- **C. Key facts and figures**
- D. Non-targets
- **E. Benefits and investments**

正解: A、C、E

質問 # 75

How is SAP's organizational change management framework connected with the SAP Activate methodology?

Note: There are 2 correct answers to this question.

- **A. The start of each change management activity is assigned to one specific SAP Activate phase**
- **B. Some change management activities are executed in more than one SAP Activate phase**
- C. The SAP Activate phases build the dimensions of the organizational change management framework
- D. Each change management dimension is assigned to a specific SAP Activate phase

正解: A、B

解説:

SAP's OCM framework integrates with SAP Activate to align people efforts with project stages. Option A is correct because activities are phase-specific-e.g., stakeholder analysis starts in Prepare, training in Realize- ensuring timing matches project needs, like assessing readiness before design. Option C is correct as some activities span phases-e.g., communication begins in Prepare (awareness) and continues through Run (adoption updates), adapting to evolving contexts like new releases.

Option B is incorrect-OCM dimensions (e.g., strategy, leadership) are overarching, not phase-bound; they apply across the lifecycle. Option D is incorrect-Activate phases (Discover, Prepare, etc.) structure the project, not the OCM framework's dimensions. SAP OCM syncs with Activate's rhythm.

"The OCM framework connects to SAP Activate by assigning activity starts to specific phases and allowing some activities to span multiple phases for continuous impact" (SAP OCM Framework, Activate Integration).

質問 # 76

What are typical strategies for aligning leadership in an SAP cloud project? Note: There are 3 correct answers to this question.

- **A. Align the business goals and incentives with the project objectives for business leaders to avoid goal conflicts**
- **B. Offer opportunities for leaders to openly address issues and concerns, for example Q&A sessions with the project managers**
- C. Reduce the bonus pay-out for resistant business leaders to foster a more positive attitude and change supportive behavior
- **D. Involve business leaders actively in key communication activities, such as roadshows, townhalls, or testimonials to enhance their visibility**
- E. Involve business leaders in workshops to identify change impacts and to derive activities to allow a smooth transition

正解: A、B、D

解説:

Aligning leadership in SAP OCM ensures top-down support for cloud projects. Option B is correct because Q&A sessions with project managers allow leaders to voice concerns (e.g., about standardization), fostering trust and alignment through dialogue. Option C is correct as involving leaders in communication (e.g., speaking at townhalls) leverages their authority to promote the project, boosting visibility and credibility.

Option D is correct because aligning goals and incentives (e.g., tying performance metrics to project success) minimizes conflicts, ensuring leaders prioritize the implementation.

Option A is incorrect-reducing bonuses is punitive, risks escalating resistance, and isn't an SAP OCM practice; positive reinforcement is preferred. Option E is incorrect; while leaders might join workshops, identifying impacts is typically for process owners/SMEs-leadership focuses on sponsorship, not derivation.

SAP OCM stresses engagement and alignment over coercion.

"Align leadership through Q&A opportunities, active communication roles, and goal alignment to secure their support and influence" (SAP Activate, Leadership Alignment Strategies).

質問 # 77

What are the key elements of a user adoption strategy for an SAP cloud implementation? Note: There are 2 correct answers to this question.

- A. Agreed list of appropriate user adoption indicators before and after go-live
- B. Agreed catalog of strategies to mitigate user adoption risks or issues
- C. Defined process for monitoring the selected user adoption indicators
- D. Identified business stakeholders to be informed about the analysis results

正解: A、C

解説:

A user adoption strategy in SAP OCM ensures sustained system use. Option B is correct because a defined monitoring process (e.g., monthly usage reports) tracks indicators like login frequency, ensuring adoption is measured systematically. Option C is correct as an agreed list of indicators (e.g., transaction completion rates pre-go-live, satisfaction scores post-go-live) provides clear metrics to assess success, set during planning (Prepare/Explore).

Option A is incorrect-"catalog of strategies" is vague; mitigation is part of broader OCM, not the adoption strategy's core. Option D is incorrect; identifying stakeholders for results is operational, not a key element of the strategy itself. SAP OCM focuses on measurable adoption drivers.

"A user adoption strategy includes a monitoring process and agreed indicators to track and ensure successful system uptake" (SAP Activate, User Adoption Strategy).

質問 # 78

What are typical strategies for aligning leadership in an SAP cloud project? Note: There are 3 correct answers to this question.

- A. Involve business leaders in workshops to identify change impacts and to derive activities to allow a smooth transition
- B. Offer opportunities for leaders to openly address issues and concerns, for example Q&A sessions with the project managers
- C. Reduce the bonus pay-out for resistant business leaders to foster a more positive attitude and change supportive behavior
- D. Involve business leaders actively in key communication activities, such as roadshows, townhalls, or testimonials to enhance their visibility
- E. Align the business goals and incentives with the project objectives for business leaders to avoid goal conflicts

正解: A、B、D

質問 # 79

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