

# C\_BCHCM\_2502 Exam Questions - SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Exam Tests & C\_BCHCM\_2502 Test Guide



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The objective of the Actual4Exams is to give you quick access to SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C\_BCHCM\_2502) actual questions. Offering SAP C\_BCHCM\_2502 updated dumps is the only factor behind the dominance of Actual4Exams in the market. Our customers will see our SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C\_BCHCM\_2502) questions in the final certification test. We have a devoted team who puts in a lot of effort to keep the C\_BCHCM\_2502 questions updated.

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

Topic	Details
Topic 1	<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 2	<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 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 (Q18-Q23):

### NEW QUESTION # 18

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question

- A. The ability to create interactive analytics and reports
- B. The ability to equip employees with self-service tools
- C. The ability to automate HR workflows
- D. The use of AI to eliminate human interaction in HR related workflows.

**Answer: B,C**

Explanation:

A. The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

☐ D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

Final correct answers (per learning.sap.com): A and C.

### NEW QUESTION # 19

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Personalized guided experiences
- B. Data-driven payroll insights
- C. Collaborative workspaces
- D. Role-based security and compliance:

**Answer: A,C**

Explanation:

A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

- ☐ B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .
  - ☐ C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.
  - ☐ D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.
- Final answer (from learning.sap.com): A and B.

### NEW QUESTION # 20

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 # 21

What is the purpose of total workforce management from SAP?

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

**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 # 22

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

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

**Answer: A**

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 # 23

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