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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>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>
Topic 3	<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>

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## **SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q22-Q27):**

### **NEW QUESTION # 22**

What's the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Creating comprehensive reports for HR processes.
- **B. Managing complex IT landscapes**
- C. Automating HR workflows
- D. Providing data-driven insights for strategic decision-making

### **Answer: B**

Explanation:

Solution:

#### **C . Managing complex IT landscapes**

According to learning.sap.com, SAP LeanIX is used to manage complex IT landscapes, providing a comprehensive view of application portfolios, technology dependencies, and enterprise architecture. This supports seamless integration between SAP SuccessFactors Employee Central and other systems, aiding IT governance and strategic alignment.

- A. Automating HR workflows - This is a capability of SAP Signavio or BTP, not LeanIX.
- B. Creating comprehensive reports for HR processes - While LeanIX can improve reporting capabilities, its primary role is landscape management, not HR reporting.
- D. Providing data-driven insights for strategic decision-making - LeanIX supports insights in the context of IT architecture, but this isn't its primary defined role in the integration scenario.

Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

### **NEW QUESTION # 23**

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

- A. erformance Management, Learning and Development, and Customer Experience
- B. Recruting, Onboarding, and Global Benefits
- **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 # 24**

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It offers advanced AI algorithms to automate HR processes.
- B. It enables users to review budgets and reward team members.
- **C. It features customizable content applications and a centralized role-specific view.**
- **D. It offers easy access to business applications, processes, and information from an intelligent center.**
- **E. It allows users to address issues like staffing, searching for talent, and scheduling interviews.**

**Answer: C,D,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.)

## NEW QUESTION # 25

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. SAP Business Technology Platform
- B. Data Warehousing
- **C. Machine Learning**
- D. Predictive Analytics

**Answer: C**

Explanation:

Solution:

B. Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

- A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.
- C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com
- D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

## NEW QUESTION # 26

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- A. Automated future workforce assignment
- B. Reskilling workforces at scale
- C. Real-time gamification for employee learning
- **D. Headcount reporting metrics**

**Answer: D**

### Explanation:

B . Headcount reporting metrics - As noted on [learning.sap.com](http://learning.sap.com), SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization [learning.sap.com](http://learning.sap.com).

- A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.
- C. Automated future workforce assignment - Workforce planning is not referenced in the context of real- time insights in Employee Central.
- D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

## NEW QUESTION # 27

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