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SAP C_BCHCM_2502
Certification: Exam Details,
Syllabus and Questions
SAP C_BCHCM_2502 Exam Guide

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The SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C_BCHCM_2502) certification validates expertise in positioning SAP SuccessFactors HCM within the SAP Business Suite. This guide covers the exam structure, key topics, and sample questions to aid preparation. With insights into talent management, workforce analytics, and onboarding, it helps professionals understand SAP SuccessFactors' business impact. By leveraging study materials and practice tests, candidates can enhance their knowledge and boost their chances of certification success.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q31-Q36):

NEW QUESTION # 31

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To maximize individual growth potential
- **B. To promote a sense of belonging for all employees**
- C. To ensure financial well-being and stability for all employees
- D. To prioritize physical health and safety in the workplace

Answer: B

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on: * "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

- B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.
- C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.
- D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 32

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- A. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- B. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- **C. By establishing a single source of truth for people and skills data to drive more informed business decisions**
- **D. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently**
- **E. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.**

Answer: C,D,E

Explanation:

Solution:

B. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning

D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning

E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning

A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation..

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

NEW QUESTION # 33

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

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

Answer: B

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 # 34

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- B. By identifying and addressing modern supply chain challenges
- **C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- D. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification

Answer: C

Explanation:

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

* Automating and improving workforce planning through autonomous analysis of SAP and third-party data

* Enabling more engaging, AI-driven employee experiences

* Optimizing HR processes for greater efficiency.

The other options are not applicable:

* A focuses on supplier information and workflows, which is outside the HR domain.

* C addresses customer behavior and churn - that's a sales/marketing use case, not HR.

* D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

NEW QUESTION # 35

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Recruiting Dashboard
- **B. Attributes Library**
- **C. Skills Ontology**
- D. AP Business AI
- **E. Growth Portfolio**

Answer: B,C,E

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 # 36

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It is universally accepted that the competition in the labor market has become more and more competitive in the past years. In order to gain some competitive advantages, a growing number of people have tried their best to pass the C-BCHCM-2502 exam. Because a lot of people hope to get the certification by the related exam, now many leaders of companies prefer to the candidates who have the C-BCHCM-2502 Certification. In their opinions, the certification is a best reflection of the candidates' work ability, so more and more leaders of companies start to pay more attention to the C-BCHCM-2502 certification of these candidates.

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