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## 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 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>• 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>

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### SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q28-Q33):

#### NEW QUESTION # 28

Which of the following are features of SAP SuccessFactors Recruiting? Note: There are 2 correct answers to this question.

- A. Automatic candidate screening and final selection
- B. AI features for job description content generation and candidate skills matching
- C. Automated job distribution to job boards and sourcing channels
- D. Ability to automate the candidate-to-employee conversion process

**Answer: B,C**

Explanation:

Solution:

B. AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

☐ C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

☐ A. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

☐ D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com.

Final correct answers: B and C.

#### NEW QUESTION # 29

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question.

- A. Reduction in turnover
- B. Usability of analytics tools
- C. Reduction in time to hire
- D. increased customer engagement

**Answer: A,C**

Explanation:

B. Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

□ D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com

The other options are not directly listed as key business value drivers on learning.sap.com

\* A. Increased customer engagement is unrelated to HR/talent management solutions.

\* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

### NEW QUESTION # 30

What does the Develop to Grow process emphasize?

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

**Answer: D**

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

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

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

**Answer: A**

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 # 32

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

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

**Answer: D**

Explanation:

B. Headcount reporting metrics - As noted on [learning.sap.com](https://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](https://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](https://learning.sap.com)): B. Headcount reporting metrics.

### NEW QUESTION # 33

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