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

Topic	Details
Topic 1	<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 2	<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 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 (Q13-Q18):**

#### **NEW QUESTION # 13**

What is the purpose of total workforce management from SAP?

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

#### **Answer: B**

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 # 14**

What does the Develop to Grow process emphasize?

- A. Attracting talented candidates
- B. Onboarding new hires
- C. Evaluating potential candidates
- 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 # 15**

SAP SuccessFactors Performance and Goals enables organizations to do which of the following? Note: There are 2 correct answers to this question.

- A. Track and measure dynamic teams' success with objectives and key results.
- B. Use AI-generated goals and automated workflows.
- C. Automate and simplify employee compensation planning.
- D. Help employees discover new growth and development opportunities

**Answer: A,B**

Explanation:

Solution:

A . Track and measure dynamic teams' success with objectives and key results.

SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.

B. Use AI-generated goals and automated workflows.

The platform includes generative AI to create goals and automates workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.

C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.

D. Help employees discover new growth and development opportunities - While performance tools support employee development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.

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

**NEW QUESTION # 16**

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Management of the employee rehiring process
- B. Performance goal setting for new employees
- C. Automated employee relocation services
- D. Career path planning for new employees

**Answer: A**

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com

C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically

## Onboarding

D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

## NEW QUESTION # 17

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resource Officers?

- A. Core HR, Time and Payroll | Working Capital | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance
- B. Core HR, Time and Payroll, | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance
- C. Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- D. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance

### Answer: B

Explanation:

B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:

- \* Core HR, Time & Payroll
- \* Talent Acquisition (recruiting/onboarding)
- \* Learning & Talent Management
- \* Workforce Analytics & Planning
- \* HR Compliance

This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.

The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).

Final correct answer: B.

## NEW QUESTION # 18

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