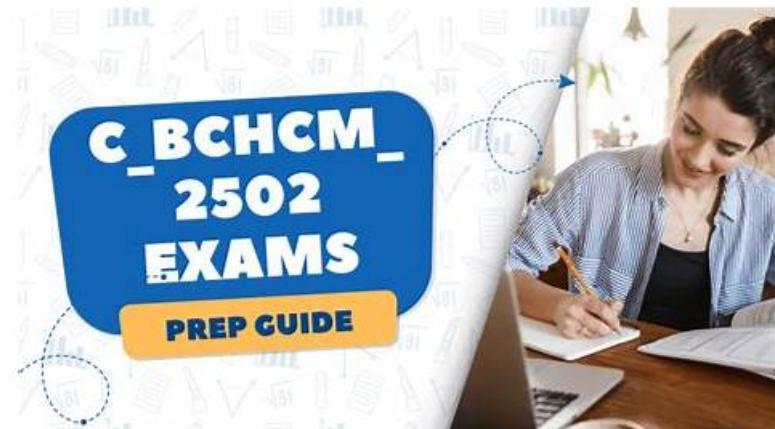


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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q11-Q16):

NEW QUESTION # 11

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

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

Answer: A

Explanation:

B . Headcount reporting metrics - As noted on 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

- 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 # 12

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By maintaining customer data for accurate analysis
- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- C. By managing uncertainty via real-time planning and scenario analysis
- D. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape
- E. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve

Answer: B,D,E

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance.
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.
- A. Maintaining customer data for accurate analysis - This is outside HR scope.
- E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

NEW QUESTION # 13

Which of the following is a key technology that supports the SAP SuccessFactors HCM Suite? Note: There are 2 correct answers to this question

- A. Augmented intelligence analytics.
- B. Blockchain integration layer
- C. SAP Business Technology Platform
- D. SAP Business AI

Answer: A,C

Explanation:

Solution:

A. SAP Business Technology Platform

SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.

- C. Augmented intelligence (AI) analytics

The suite leverages SAP Business AI-powered by machine learning and generative AI-to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.

- B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).

- D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com

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

NEW QUESTION # 14

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 enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- **C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- D. By identifying and addressing modern supply chain challenges

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 # 15

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

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

Answer: A

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 # 16

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