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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q26-Q31):

NEW QUESTION #26

What s the role of SAP LeaniX in supporting the inegration of SAP SuiccessFactors Employee Central with other systems?

- A. Creating comprehensive reports for HR processes.
- B. Providing data-diriven insights for strategic decision-making
- C. Managing complex IT landscapes

• D. Automating HR workflows

Answer: C

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 #27

What i the purpose of total workforce management from SAP?

- A. Proactively managing full-time employees
- B. Proviing a clear view of the entire workforce
- C. Analyzinghistorical data forstrategic planning
- D. Automating only manual processes.

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 OUESTION #28

Which of the following features in SAP SuccessFactors Work Zone enhance employee prodictivty and engagement? Note: There are 2 correct ansviers o this question

- A. Personalized guided experiences
- B. Collaborative workspaces
- C. Data-criven payroll insights
- D. Role-based security and compliance:

Answer: A,B

Explanation:

 $A\ .\ Collaborative\ workspaces\ -\ SAP\ SuccessFactors\ Work\ Zone\ provides\ collaborative\ workspaces\ that\ help\ break\ down\ silos,\ encourage\ team\ interaction,\ and\ foster\ engagement\ across\ the\ organization.$

 \square B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .

☐ C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

 \Box D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning sap.com): A and B.

NEW QUESTION #29

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

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

Answer: A

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 #30

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

- A. Abilty to automate the candidate-o-employee conversion process
- B. Al features for job description content generation and candidate skilis matching
- C. Automatic canciciate screening and final selection
- D. Automated job distribtion o job boards and sourcing channels

Answer: B,D

Explanation:

Solution:

B. Al features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includ	es
intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roll	les
automatically.	

□ C. Automated	job distribution	o job boards and	d sourcing channels
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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 #31

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