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SAP C-BCHCM-2502 시험요강:

주제	소개
주제 1	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.

주제 2	• 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.
주제 3	• 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.

>> SAP C-BCHCM-2502인기시험 <<

C-BCHCM-2502유효한 시험 - C-BCHCM-2502유효한 최신덤프

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최신 SAP Certified Associate C-BCHCM-2502 무료샘플문제 (Q24-Q29):

질문 # 24

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- B. It offers advanced AI algorithms to automate HR processes.
- C. It enables users to review budgets and reward team members.
- D. It offers easy access to business applications, processes, and information from an intelligent center.
- E. It features customizable content applications and a centralized role-specific view.

정답: A,D,E

설명:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

- ☐ C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
 - ☐ D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information.
 - ☐ E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
 - ☐ A. It enables users to review budgets and reward team members.
(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)
 - ☐ B. It offers advanced AI algorithms to automate HR processes.
(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.)
- Correct answers from learning.sap.com: C, D, and E.

질문 # 25

'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for

core HR and payroll?

- A. Software development kits
- B. Organizational charts
- C. Data analysis tools
- D. Project management tools

정답: B,C

설명:

A. Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com.

☐ D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data-driven insights to streamline HR processes and support compliance.

☐ B. Software development kits - Not included in these template offerings.

☐ C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.

Correct answers: A and D.

질문 # 26

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
- B. Employees can identify ways to streamline and make the onboarding process more efficient.
- C. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- D. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

정답: A,D

설명:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com-are:

☐ A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."

☐ C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps."

learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

질문 # 27

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

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

정답: B,D

설명:

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.

질문 # 28

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Machine Learning
- B. SAP Business Technology Platform
- C. Predictive Analytics
- D. Data Warehousing

정답: A

설명:

Solution:

B. Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

☐ A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.

☐ C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com.

☐ D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

질문 # 29

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