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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

NEW QUESTION # 30
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. sAP Business Technology Platiorm
- B. Machine Leaming
- C. Data Warehousing
- D. Prediciive Analytics

Answer: B

Explanation:
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.

NEW QUESTION # 31
What i the purpose of total workforce management from SAP?

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

Answer: D

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 # 32

Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

- A. strategic planning
- B. Core HR and payroll
- C. Customer experience
- D. Tatent management
- E. Learning and development

Answer: B,D,E

Explanation:
Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:
☐ A. Learning and development
* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.
☐ B. Core HR and payroll
* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"
☐ C. Talent management
* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.
Final selections (3 correct): A, B, and C

NEW QUESTION # 33

Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

- A. To optimize supply chain logistics.
- B. To enhance customer relationship management
- C. To support the activities of the employee lifecycle
- D. Toincrease sales revenue

Answer: C

Explanation:
B . To support the activities of the employee lifecycle
According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.
☐ A. To enhance customer relationship management - Outside the scope of HR processes.
☐ C. To optimize supply chain logistics - Not part of the HR lifecycle.
☐ D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 34

Which of the following is a key technology that Supports the SAP SuccessFactors HCM Stite?Note: There are 2 correct ansviers to this question

- A. 5aP Business Technology Platform
- B. 5aP BusinesAsl
- C. Blockehain inegration ayer
- D. Augmented intelligence analytics.

Answer: A,D

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 # 35
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