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

NEW QUESTION # 26

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

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

Answer: D

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 # 27

What is the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Automating HR workflows
- B. Providing data-driven insights for strategic decision-making
- C. Creating comprehensive reports for HR processes.
- **D. Managing complex IT landscapes**

Answer: D

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 # 28

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By identifying and addressing modern supply chain challenges
- B. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- C. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- **D. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**

Answer: D

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 # 29

'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. Data analysis tools**
- C. Project management tools
- **D. Organizational charts**

Answer: B,D

Explanation:

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.

NEW QUESTION # 30

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

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

Answer: C

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 # 31

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