

# Exam C\_OCM\_2503 Book | Sure C\_OCM\_2503 Pass



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Email: exo.mahakali@gmail.com

मिति: २०२२।०९।२५

वर्ग B, C र C1 को लिखित परीक्षा संचालन हुने सम्बन्धी सूचना ।

महाराष्ट्र कार्यालयाचाट जारी गरिने वर्ग B, C र C1 (कार, बिंग, डेलिमरी भ्यान, टेम्पो, अटोरिक्सा र ई-रिक्षा) को सवारी चालक अनुमतिप्राप्तका तांगे online बाट आवेदन दिई मिति २०२२।०९।२३ गते देखि मिति २०२२।०९।२५ गते सम्म तदनुसार ०९-Dec-2025 देखि ०९-Jan-2026 सम्म कार्यालयमा Biometric निई परीक्षा दस्तूर दुश्मातु भएका आवेदकहरू र उक्त मितिमा वर्ग D र E (पावर ट्रिलर र ट्राकटर) बाट वर्ग B, C र C1 यावता तांगे आवेदन दस्तूर दुश्मातु भएका आवेदकहरूको समेत लिखित परीक्षा तपासील व्यवसिमको परीक्षा तालिका व्योजित संचालन हुने अपहोरा सम्पूर्ण आवेदकहरूको ज्ञानकारीका तांगि यो सूचना प्रकाशन गरिएको छ ।

लिप्तसील:

सि.नं.	वर्ग	Applicant Id	ब्लॉक	परीक्षा मिति	समय
१	C र C1	6827988 देखि 10217340 सम्म	क	२०२२।०९।२८	विहान ८:०० बजे ।
२		10285421 देखि 10516062 सम्म	ख	गोड खोलावार।	
३		6424602 देखि 9933345 सम्म	क		
४	B	9964184 देखि 10494966 सम्म	ख	२०२२।०९।२९	विहान ८:०० बजे ।
५		10495464 देखि 10512506 सम्म	ग	गोड खोलावार।	
६		10512678 देखि 10517440 सम्म	घ		

स्थान: यातायात व्यवस्था कार्यालयको परीक्षा हल ।

नोट:

- लिखित परीक्षामा कालौ मस्ति भएको डटपैन/कलम मात्र प्रयोग गर्नु पर्नेछ ।
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- लोकेश्वरो मिति समय र परीक्षा तालिका बाहेक अन्य मिति र समयमा लिखित परीक्षामा समावेश गरेको नहुन ।

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## SAP Certified Associate - Organizational Change Management Sample Questions (Q45-Q50):

### NEW QUESTION # 45

The results of a business readiness test reveal relatively low ratings across all survey topics for one business unit compared to other units. What is the recommended next step for the change manager to mitigate the risk of low readiness for this unit?

- A. Schedule a short workshop with project management to develop mitigation activities to improve the business readiness for this unit.
- B. Organize a workshop with project management, local management, and assigned change agents to discuss results and better understand the specific needs.
- C. Arrange a meeting with the project sponsor, local management, and selected users to discuss the results and develop mitigation activities.
- D. Set up a call with the assigned change agents to discuss the results and develop mitigation activities to enhance the business readiness.

**Answer: B**

### NEW QUESTION # 46

The project lead initiates a series of info sessions in some teams as a reaction to resistance towards the upcoming implementation of a new cloud solution. Unfortunately, these info sessions do not reduce the level of resistance. What is the probable root cause?

- A. Lacking commitment of the top management regarding the info sessions
- B. Lacking options for the users to raise questions during the info sessions
- C. Lacking involvement of the change manager in the planning and conduction of the info sessions
- D. Lacking analysis of the underlying reasons for resistance towards the new cloud solution

**Answer: D**

Explanation:

Resistance in SAP cloud projects (e.g., to S/4HANA standardization) often persists if root causes aren't addressed, and info sessions alone may fail. Option B is correct because without analyzing why users resist- e.g., fear of losing control (cloud hosting), process mismatch (standardization), or skill gaps (new UI)- sessions become generic, missing the mark. For instance, if resistance stems from data security concerns, a session on "project benefits" won't help without tackling that fear directly; analysis (e.g., via surveys) could reveal this, enabling targeted messaging.

Option A is incorrect-while Q&A options improve engagement, their absence doesn't inherently sustain resistance; content relevance does. Option C is incorrect; the change manager's involvement enhances execution, but the project lead can run sessions-lack of analysis, not personnel, is key. Option D is incorrect-top management commitment boosts credibility, but resistance persists if underlying issues remain unaddressed. SAP OCM stresses understanding resistance drivers for effective intervention.

"Resistance persists without analyzing its root causes; info sessions must address specific concerns identified through stakeholder feedback to be effective" (SAP OCM Framework, Resistance Management).

### NEW QUESTION # 47

How does working with personas help to convey stakeholder-specific messages in cloud projects?

- A. Personas with similar demographics and attitudes of the represented stakeholder group allow you to address emotions instead of just conveying facts, because users identify with the persona and build empathy
- B. Personas that resemble opinion leaders of the represented stakeholder groups underline the communicated messages, because users unconsciously perceive the persona as very trustworthy
- C. Personas with relevant IT and process competencies for a specific stakeholder group support the communication of facts and figures, because the personas are considered to be credible experts for the communicated content
- D. Personas representing innovators and visionaries within the represented stakeholder group trigger the reflection of communicated messages, because users are motivated to challenge their previous assumptions

**Answer: A**

Explanation:

Personas in SAP OCM are fictional profiles representing stakeholder groups (e.g., "Finance UserAnna") to tailor communication. Option A is correct because personas mirroring demographics (e.g., age, role) and attitudes (e.g., skeptical) resonate emotionally with users, who see themselves in the persona. This empathy shifts focus from dry facts (e.g., "new system features") to feelings (e.g., "how it helps me"), enhancing message impact. For example, a persona like "Manager Mike, 45, cautious but open" can address fears while highlighting benefits, making communication relatable.

Option B is incorrect—opinion leader resemblance might build trust, but unconscious perception isn't the primary mechanism; identification is. Option C is incorrect; innovators/visionaries may inspire, but triggering reflection isn't the core purpose-adoption is. Option D is incorrect; personas aren't experts for facts—they're tools for emotional connection, not technical credibility. SAP OCM uses personas to humanize communication.

"Personas reflecting stakeholder demographics and attitudes enable emotional messaging, fostering empathy and identification to drive adoption" (SAP OCM Framework, Persona Development).

**NEW QUESTION # 48**

Which communication activities are suitable to celebrate the success of a cloud implementation project? Note:

There are 3 correct answers to this question.

- A. All-employee meeting allowing the project team members to talk about their individual contributions to the project
- B. Video with testimonials from different users posted in the corporate intranet
- C. "Thank you" e-mail from the project sponsor to the project team members
- D. Appreciation e-mail from the project lead to the change agents with their managers in cc
- E. E-mail from the change manager to all impacted users describing the project achievements

**Answer: B,C,D**

Explanation:

Celebrating success in SAP OCM (Run phase) reinforces morale and adoption. Option A is correct because an appreciation e-mail from the project lead to change agents, with managers copied, recognizes their efforts and boosts visibility. Option B is correct as a "thank you" e-mail from the sponsor to the project team acknowledges their role, leveraging the sponsor's authority. Option E is correct because a video with user testimonials on the intranet shares success stories broadly, inspiring others.

Option C is incorrect—an all-employee meeting with team members discussing contributions risks being too detailed and less engaging for a broad audience; celebrations should be concise. Option D is incorrect; an e-mail from the change manager to users focuses on informing, not celebrating, and lacks the personal touch of leadership recognition. SAP OCM emphasizes impactful, leadership-driven celebrations.

"Celebrate success with leadership emails to agents and teams, and user testimonial videos, to reinforce achievement and engagement" (SAP Activate, Post-Go-Live Communication).

**NEW QUESTION # 49**

What does change enablement mean in the context of SAP cloud implementations?

- A. It refers to all tasks that support the project leadership team to learn how to deal with resistance during the cloud project
- B. It refers to all deliverables that support the project team to deliver change management during the cloud implementation
- C. It refers to all activities that upskill the impacted business leaders to handle organizational change management in their areas of responsibility
- D. It refers to all activities that help people to learn and adopt new SAP systems and processes in their working life

**Answer: D**

Explanation:

Change enablement in SAP cloud implementations focuses on user adoption. Option B is correct because it encompasses all activities—training, workshops, support—that help people (end-users, key users) learn and adopt new SAP systems (e.g., S/4HANA Cloud) and processes (e.g., best practices) in their daily work. This broad definition aligns with SAP OCM's goal of ensuring sustained use post-go-live, addressing both technical skills and behavioral change. For example, enablement might include e-learning on system navigation or process simulations to ease the transition.

Option A is incorrect—supporting leadership to handle resistance is a subset of change leadership, not enablement, which targets users. Option C is incorrect; deliverables (e.g., plans, reports) support OCM broadly, not just enablement, which is action-oriented. Option D is incorrect—upskilling leaders is leadership development, not user-focused enablement. SAP OCM defines enablement as

user-centric preparation.

"Change enablement refers to activities that enable people to learn and adopt new SAP systems and processes, ensuring effective integration into their work" (SAP OCM Framework, Enablement Definition).

## NEW QUESTION # 50

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