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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details

Topic 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.
Topic 2	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.
Topic 3	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.

SAP Certified Associate - Positioning SAP Business Suite via SAP **SuccessFactors HCM Solutions Sample Questions (Q14-Q19):**

NEW QUESTION #14

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Performance Management, Onboarding and Recruiting.
- B. erformance Management, Learning and Development, and Customer Experience
- C. Recruiting, Onboarding, and Time Management
- D. Recriting, Onboarding, and Global Benefits

Answer: A

Explanation:

Solution:

B. Performance Management, Onboarding, and Recruiting

As outlined on learning sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

- * Recruiting
- * Onboarding
- * Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

- ☐ A. Recruiting, Onboarding, and Global Benefits Global Benefits belongs to Core HR, not Talent Management.
- ☐ C. Recruiting, Onboarding, and Time Management Time Management is part of Core HR (Employee Central), not Talent Management.
- ☐ D. Performance Management, Learning and Development, and Customer Experience Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION #15

Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct ansviers o this question

- A. Employee at amanagement
- B. sales performance management
- C. Continuous performance management
- D. Ardriven career growth and development

Answer: C,D
Explanation: Solution: A . AI-driven career growth and development Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations. C. Continuous performance management The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities. B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes. D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite. Final correct answers (from learning.sap.com): A and C.
NEW QUESTION # 16 Which of the following actilies does the SAP Business Technology Plttorm support? Note: There are 2 correct ansviers to this questio n.
 A. Tatent management B. Application integration C. Data management D. Rapid implementation of on-premise solutions.
Answer: B,C
Explanation: Solution: A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite. C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation. B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment. D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP. Final correct answers (from learning sap.com): A and C.
NEW QUESTION # 17 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. Automatic canciciate screening and final selection C. Automated job distribtion o job boards and sourcing channels D. Al features for job description content generation and candidate skilis matching
Answer: C,D
Explanation: 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.
NEW QUESTION # 18 Which o the following are components of the Talent Intelligence Hb n the SAP SiccessFactors Talent Management Sute? Note: There are 3 correct ansviers to this questio n.
 A. Anributes Library B. AP Business AI C. Growth Portfolio D. Skils Ontology E. Recruiting Dashboard
Answer: A,C,D
Explanation: B . Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills. D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations. E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio. A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it. C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub. Final correct answers (per learning sap.com): B, D, and E.
NEW QUESTION # 19
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