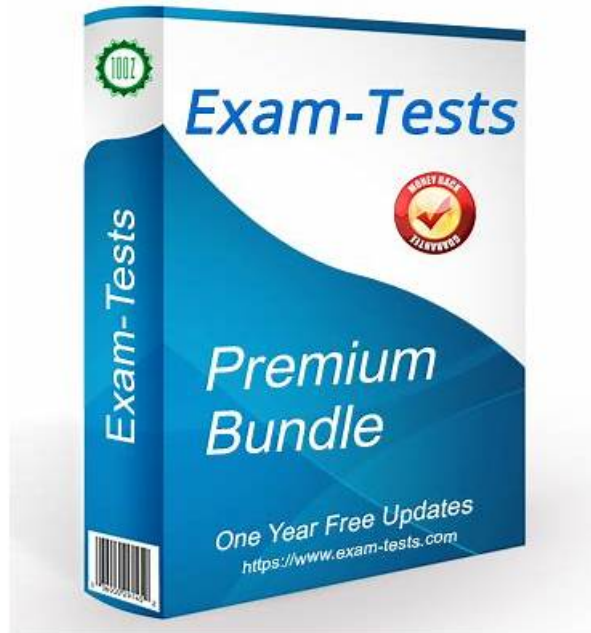


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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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### SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q30-Q35):

#### NEW QUESTION # 30

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

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

**Answer: B**

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 # 31

How do the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this question.

- **A. By establishing a single source of truth for people and skills data to drive more informed business decisions**
- B. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- **C. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently**
- **D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.**
- E. By streamlining the source-to-pay process, enhancing procurement activities and business performance.

**Answer: A,C,D**

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

☐ D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.

☐ E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.

☐ A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

☐ C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

### NEW QUESTION # 32

Which of the following best describes the concept of people sustainability?

- A. Providing employees with benefits such as healthcare.
- B. Paying employees a living wage
- **C. Treating people ethically and fairly**
- D. Identifying the skills required to support sustainability initiatives

**Answer: C**

Explanation:

C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

\* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.

\* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

\* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

### NEW QUESTION # 33

What does the Develop to Grow process emphasize?

- A. Attracting talented candidates
- **B. Setting employee goals and their continuous growth**
- C. Evaluating potential candidates
- D. Onboarding new hires

**Answer: B**

Explanation:

Solution:

B . Setting employee goals and their continuous growth

According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

- \* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.
  - \* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.
  - \* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.
- Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

#### NEW QUESTION # 34

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing quarterly payroll evaluation review sessions
- **B. Through the use of intelligent dashboards and reports**
- C. By providing automatic end-of-month payment reviews
- **D. Through real-time time valuation and continuous payroll**

**Answer: B,D**

Explanation:

Solution:

D . Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

☐ C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .

☐ A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

☐ B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

#### NEW QUESTION # 35

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