

2026 Clear C_BCHCM_2502 Exam - Trustable SAP SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions - Valid C_BCHCM_2502 Exam Pattern



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SAP C_BCHCM_2502 Exam Syllabus Topics:

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

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

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

Answer: B

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

Which of the following activities does the SAP Business Technology Platform support? Note: There are 2 correct answers to this question.

- A. Talent management
- B. Data management**
- C. Application integration**
- 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 # 32

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question

- A. Employee data management
- **B. Continuous performance management**
- C. Sales performance management
- **D. AI-driven career growth and development**

Answer: B,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 # 33

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By managing uncertainty via real-time planning and scenario analysis
- **B. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape**
- C. By maintaining customer data for accurate analysis
- **D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve**
- **E. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages**

Answer: B,D,E

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals—a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.

C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .

D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee

engagement and performance.

- A. Maintaining customer data for accurate analysis - This is outside HR scope.
- E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

NEW QUESTION # 34

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Role-based security and compliance:
- **B. Personalized guided experiences**
- **C. Collaborative workspaces**
- D. Data-driven payroll insights

Answer: B,C

Explanation:

A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction.

C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

NEW QUESTION # 35

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