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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q25-Q30):

NEW QUESTION # 25

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

- A. Providing data-driven insights for strategic decision-making
- B. Automating HR workflows
- 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.
- C. 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 # 26

What is the process of identifying and developing internal talent for future key roles called?

- A. Recruitment
- B. Onboarding
- C. Succession Planning
- D. Performance Management

Answer: C

Explanation:

A . Succession Planning

On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:

"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".

Final correct answer: A. Succession Planning.

NEW QUESTION # 27

Which underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. Data Warehousing
- B. Machine Learning
- C. SAP Business Technology Platform
- D. Predictive Analytics

Answer: B

Explanation:

Solution:

B . Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

- A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an

underlying technology that directly supports the core HCM tools.

- C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com.
- D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 28

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

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

Answer: A,C

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 # 29

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

Answer: A,B,C

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 # 30

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