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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q24-Q29):

NEW QUESTION # 24

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. Collaborative workspaces**
- **C. Personalized guided experiences**
- 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 # 25

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- A. To optimize supply chain logistics.
- **B. To support the activities of the employee lifecycle**
- C. To enhance customer relationship management
- D. To increase sales revenue

Answer: B

Explanation:

B. To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle—from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

☐ A. To enhance customer relationship management - Outside the scope of HR processes.

☐ C. To optimize supply chain logistics - Not part of the HR lifecycle.

☐ D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.

Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 26

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

- **A. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.**
- **B. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently**
- C. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- **D. By establishing a single source of truth for people and skills data to drive more informed business decisions**
- E. 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

Answer: A,B,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 # 27

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this question.

- A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
- B. Provide employees with AI-generated recommendations for learning and development.
- C. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.
- D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

Answer: A,C

Explanation:

Thank you for summarizing.

☐ Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

☐ C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

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

Answer: B,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

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