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## SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 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>

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q13-Q18):

### NEW QUESTION # 13

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question

- A. The ability to create interactive analytics and reports
- B. The use of AI to eliminate human interaction in HR related workflows.
- C. The ability to equip employees with self-service tools**
- D. The ability to automate HR workflows**

**Answer: C,D**

Explanation:

A . The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com.

D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

Final correct answers (per learning.sap.com): A and C.

### NEW QUESTION # 14

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

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

**Answer: A,C**

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 # 15

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

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

**Answer: D**

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 # 16

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Career path planning for new employees
- B. Management of the employee rehiring process
- C. Automated employee relocation services
- D. Performance goal setting for new employees

**Answer: B**

Explanation:

Solution:

A . Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

- B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com
- C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.
- D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

### NEW QUESTION # 17

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 maximize individual growth potential
- C. To ensure financial well-being and stability for all employees
- D. To promote a sense of belonging for all employees

**Answer: D**

### 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 # 18

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