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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q28-Q33):

NEW QUESTION # 28

Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite?Note: There are 2 correct ansviers o this question

- A. Ardriven career growth and development
- B. Employee ata management
- C. Continuous performance management
- D. sales performance 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 can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

- A. It features customizable content applications and a centralized role-specific view.
- B. It enables users to review budgets and reward team members.
- C. It offers easy access to business applications, processes, and information from an intelligent center.
- D. It allows users to address issues like staffing, searching for talent, and scheduling interviews.
- E. It offers advanced AI algorithms to automate HR processes.

Answer: A,C,D

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.

D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information.

E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.

A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 30

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. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- C. Provide employees with AI-generated recommendations for learning and development.
- D. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.

Answer: A,D

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 # 31

SAP SuccessFactors Performance and Goals enables organizations to do which of the following?Note: There are 2 correct answers to this question.

- A. Help employees discover new growth and development opportunities
- B. Use AI-generated goals and automated workflows.
- C. Track and measure dynamic teams' success with objectives and key results.
- D. Automate and simplify employee compensation planning.

Answer: B,C

Explanation:

Solution:

A. Track and measure dynamic teams' success with objectives and key results.

SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.

B. Use AI-generated goals and automated workflows.

The platform includes generative AI to create goals and automates workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.

C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.

D. Help employees discover new growth and development opportunities - While performance tools support employee development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.

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

NEW QUESTION # 32

Which of the following are features of SAP SuccessFactors Recruiting?Note: There are 2 correct answers to this question.

- A. AI features for job description content generation and candidate skills matching
- B. Automated job distribution to job boards and sourcing channels
- C. Automatic candidate screening and final selection
- D. Ability to automate the candidate-to-employee conversion process

Answer: A,B

Explanation:

Solution:

B. AI features for job description content generation and candidate skills matching SAP SuccessFactors Recruiting includes intelligent tools that help recruiters generate job descriptions, prepare interview questions, and match candidate skills to roles automatically.

C. Automated job distribution to job boards and sourcing channels

The solution supports seamless, automated job posting to multiple job boards and sourcing channels, optimizing reach and tracking performance efficiently.

A. Ability to automate the candidate-to-employee conversion process

That's a feature of SuccessFactors Onboarding, not Recruiting.

D. Automatic candidate screening and final selection

While AI-assisted screening is available, automatic final selection is not a Recruiting feature listed on learning.sap.com

Final correct answers: B and C.

NEW QUESTION # 33

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