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

NEW QUESTION # 25
What i the purpose of total workforce management from SAP?

- A. Proving a clear view of the entire workforce
- B. Analyzinghistorical data forstrategic planning
- C. Proactively managing full-time employees

- D. Automating only manual processes.

Answer: A

Explanation:
A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.
The other options don't match the SAP description exactly:
* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .
* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.
* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.
Correct answer: A.

NEW QUESTION # 26
Which of the following is a key technology that Supports the SAP SuccessFactors HCM Stite?Note: There are 2 correct ansviers to this question

- A. Blockehain inegration ayer
- B. Augmented intelligence analytics.
- C. 5aP BusinesAsl
- D. 5aP Business Technology Platform

Answer: B,D

Explanation:
Solution:
A . SAP Business Technology Platform
SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.
☐ C. Augmented intelligence (AI) analytics
The suite leverages SAP Business AI-powered by machine learning and generative AI-to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.
☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).
☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com.
Final correct answers (per learning.sap.com): A and C.

NEW QUESTION # 27
What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resoutce Officers?

- A. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- B. Core HR, Time and Payroll. |Talent Acquisition |Leaming and Talent Management | Workiorce Analytics and Planning | HR Compliance
- C. Talent Acqisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- D. Core HR, Time and Payroll | Working Capital | Learming and Talent Management | Workforce Analytics and Planning | HR Compliance

Answer: B

Explanation:
B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:
* Core HR, Time & Payroll
* Talent Acquisition (recruiting/onboarding)
* Learning & Talent Management

* Workforce Analytics & Planning
* HR Compliance
This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.
The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).
Final correct answer: B.

NEW QUESTION # 28
Whatis the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To maximize inclividual growth potential
- B. To ensure financial well-being and stability for all employees
- C. To prioritize physical health and safety in the workplace
- D. To promote a sense of ue 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 # 29
What i the process ofidentifying and developing internal talent fo future key roles called?

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

Answer: D

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 # 30
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