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

Topic	Details
Topic 1	<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 2	<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 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 is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

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

**Answer: A**

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 # 14

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

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

**Answer: C**

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 # 15

'Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- A. Project management tools
- **B. Organizational charts**
- C. Software development kits
- **D. Data analysis tools**

**Answer: B,D**

Explanation:

A . Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com

☐ D. Data analysis tools - These templates also provide reporting capabilities, real-time updates, and data- driven insights to streamline HR processes and support compliance .

☐ B. Software development kits - Not included in these template offerings.

☐ C. Project management tools - Not part of the Signavio intelligence templates for Core HR and Payroll.

Correct answers: A and D.

#### NEW QUESTION # 16

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. Personalized guided experiences**
- B. Role-based security and compliance:
- **C. Collaborative workspaces**
- D. Data-driven payroll insights

**Answer: A,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 # 17

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Recruiting Dashboard
- B. Skills Ontology
- C. Attributes Library
- D. Growth Portfolio
- E. AP Business AI

**Answer: B,C,D**

Explanation:

B. Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.

☐ D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

☐ E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

☐ A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.

☐ C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

Final correct answers (per learning.sap.com): B, D, and E.

## NEW QUESTION # 18

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