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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q15-Q20):

NEW QUESTION # 15

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

- A. sales performance management
- B. Employee ata management
- **C. Continuous performance management**
- D. Ardriven career growth and development

Answer: C,D

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 # 16

Which of the following i one of the main objectives of the Recruit to Retire business process In SAP SiccessFactors HCM?

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

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 # 17

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

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

Answer: C,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 # 18

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

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

Answer: B,C

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 # 19

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

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

Answer: C,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 # 20

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