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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.

Topic 2	• 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.
Topic 3	• 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.

SAP C_BCHCM_2502 Exam is Easy with Our Trustable C_BCHCM_2502 Instant Access: SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Effectively

Having a SAP Certification C_BCHCM_2502 Exam certificate can help people who are looking for a job get better employment opportunities in the IT field and will also pave the way for a successful IT career for them.

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

NEW QUESTION # 13
Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite?Note: There are 2 correct ansviers o this question

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

Answer: A,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 # 14
Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

- A. Core HR and payroll

- B. strategic planning
- C. Customer experience
- D. Tatent management
- E. Learning and development

Answer: A,D,E

Explanation:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

☐ A. Learning and development

* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

☐ B. Core HR and payroll

* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

☐ C. Talent management

* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

NEW QUESTION # 15

Which of the following actiiies does the SAP Business Technology Plttorm support?Note: There are 2 correct ansviers to this questio n.

- A. Appiication integration
- B. Tatent management
- C. Data management
- D. Rapid implementation of on-premise solutions.

Answer: A,C

Explanation:

Solution:

A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.

☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.

☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.

☐ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.

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

NEW QUESTION # 16

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives?Note: There are 3 correct answers to this questio n.

- A. By managing uncertainty viareal-time planning and scenario analysis
- B. By enabling agile and compliant HR in an incressingly complex legal and regulatory landscape
- C. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- D. By ensuring an engaged and proclictive worldorce as competition Intensifies and expectations evolve
- E. By maintaining customer data for accurate analysis

Answer: B,C,D

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

☐ B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.

☐ C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .

☐ D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.

☐ A. Maintaining customer data for accurate analysis - This is outside HR scope.

☐ E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

NEW QUESTION # 17

Which of the following best describes the concept of people sustainabilty?

- A. Treating people ethically and fairly
- B. Identifyitnhge skills required to support sustainability initiatives
- C. Proviing employees with benefits such as healthcare.
- D. paying employeesa ving wage

Answer: A

Explanation:
C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.
The other choices don't align with the core definition of people sustainability on learning.sap.com:
* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.
* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.
* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.
Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 18

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