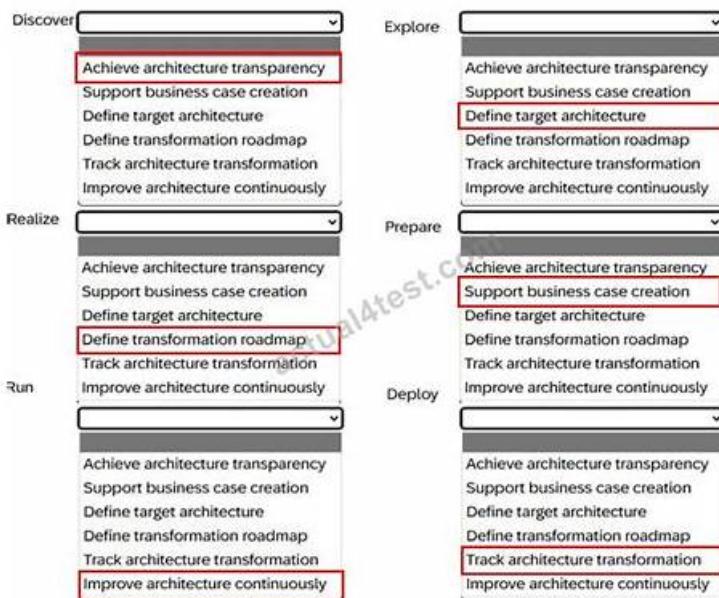


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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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.

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

NEW QUESTION # 25

What is the purpose of total workforce management from SAP?

- A. Proactively managing full-time employees
- B. Providing a clear view of the entire workforce
- C. Analyzing historical data for strategic planning
- D. Automating only manual processes.

Answer: B

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

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 question.

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

Answer: B,C,E

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 # 27

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- B. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.
- C. Employees can identify ways to streamline and make the onboarding process more efficient.
- D. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.

Answer: A,D

Explanation:

The correct answers directly from the "Use Cases for SAP Business AI for Talent Management" lesson on learning.sap.com are:

- A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
* Specifically, "Recruiters and hiring managers can use AI to generate job descriptions and recommend interview questions."
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.

* The lesson states: "People managers can accelerate key decision-making by quickly identifying employee skills gaps." learning.sap.com B is a valid use case-but it's described under SAP Business Technology Platform (BTP) in the context of onboarding process automation, not SAP Business AI.

D refers to the Opportunity Marketplace, which is used for career growth recommendations-not content curation via AI. The relevant AI-powered feature is actually the Talent Intelligence Hub, not the Opportunity Marketplace.

Correct selections: A and C.

NEW QUESTION # 28

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform? Note: There are 2 correct answers to this question.

- A. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.
- C. Provide employees with AI-generated recommendations for learning and development.
- D. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

Answer: B,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 # 29

How can SAP SuccessFactors Work Zone help professional services organizations? Note: There are 3 correct answers to this question.

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

Answer: C,D,E

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.)

NEW QUESTION # 30

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In actuality, the test center around the material is organized flawlessly for self-review considering the way that the competitors who are working in SAP working conditions don't get the sufficient opportunity to go to classes for SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions certification. Thusly, they need to go for self-study and get the right test material to fire scrutinizing up for the SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions (C_BCHCM_2502) exam. By utilizing SAP C_BCHCM_2502 dumps, they shouldn't stress over any additional assistance with that.

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