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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	• 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.
Topic 3	• 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.

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

NEW QUESTION # 15
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Machine Learning
- B. Data Warehousing
- C. sAP Business Technology Platiorm
- D. Prediciive Analytics

Answer: A

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 # 16
Which of the following is a capabilty of SAP SuccessFactors Onboarding?

- A. Career path planning for new employees
- B. Automated employee relocation services
- C. Performance goal setting for new employees
- D. Management of the employee rehiring process

Answer: D

Explanation:
Solution:
A . Management of the employee re-hiring process
According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.
☐ B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com.
☐ C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.
☐ D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.
Final correct answer: A. Management of the employee re-hiring process.

NEW QUESTION # 17
What i the process ofidentifying and developing internal talent fo future key roles called?

- A. Onboarding
- B. Recruitment
- C. performance Management

- 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 # 18

SAP SuccessFactors Performance and Goals enables organizations to do which of the following?Note: There are 2 correct answers to this questio n.

- A. Use AI generated goals and automated workfiows.
- B. Automate and simplfy employee compensation planning.
- C. Track and messure cynamic teams'success with objectives and key results.
- D. Help employees discover new growth and development opportuniies

Answer: A,C

Explanation:
Solution:
A . Track and measure dynamic teams' success with objectives and key results.
SAP SuccessFactors Performance and Goals supports Objectives and Key Results (OKR) methodology through "Dynamic Teams," allowing organizations to track and measure teams' success with measurable key results.
☐ B. Use AI-generated goals and automated workflows.
The platform includes generative AI to create goals and automates workflows around goal management, enhancing efficiency and alignment SAP LearningSAP Learning.
☐ C. Automate and simplify employee compensation planning - Compensation planning is handled by the SuccessFactors Compensation module, not Performance and Goals.
☐ D. Help employees discover new growth and development opportunities - While performance tools support employee development broadly, this specific point isn't emphasized under Performance and Goals; it's more tied to Talent Intelligence or Learning solutions.
Final correct answers (per learning.sap.com): A and B.

NEW QUESTION # 19

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

- A. Treating people ethically and fairly
- B. Proviing employees with benefits such as healthcare.
- C. Identifyitnhge skills required to support sustainability initiatives
- 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 # 20

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