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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q20-Q25):

NEW QUESTION # 20
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 # 21
What i the process ofidentifying and developing internal talent fo future key roles called?

- A. Recruitment
- B. Succession Planning
- C. Onboarding
- D. performance Management

Answer: B

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 # 22
Which of the following does SAP SuccessFactors Employee Central oferfor real-time workforce insights?

- A. Real-time gamification for employee learning
- B. Automated future workforce assignment
- C. Headcount reporting metrics
- D. Reskilling worklorces at scale:

Answer: C

Explanation:

B . Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com.

☐ A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.

☐ C. Automated future workforce assignment - Workforce planning is not referenced in the context of real- time insights in Employee Central.

☐ D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

NEW QUESTION # 23

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

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

Answer: A,B

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 # 24

What does the Develop to Grow process emphasize?

- A. Onboardinnewg hires
- B. Setting employee goals and their continuous grovth
- C. Evaluating potential candidates
- D. Attracting telented candidates

Answer: B

Explanation:
Solution:
B . Setting employee goals and their continuous growth
According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.

* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.

* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.

Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

NEW QUESTION # 25

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