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## SAP C\_BCHCM\_2502 Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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**SAP Certified Associate - Positioning SAP Business Suite via SAP  
SuccessFactors HCM Solutions Sample Questions (Q27-Q32):**

**NEW QUESTION # 27**

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

**Answer: B,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 # 28**

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Global Benefits
- B. **Performance Management, Onboarding and Recruiting**

- C. Performance Management, Learning and Development, and Customer Experience
- D. Recruiting, Onboarding, and Time Management

**Answer: B**

Explanation:

Solution:

B . Performance Management, Onboarding, and Recruiting

As outlined on [learning.sap.com](https://learning.sap.com), SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

- \* Recruiting
- \* Onboarding

\* Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

- A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.
- C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent Management.
- D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

#### NEW QUESTION # 29

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Collaborative workspaces
- B. Personalized guided experiences
- C. Role-based security and compliance
- D. Data-driven payroll insights

**Answer: A,B**

Explanation:

A . Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

- B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction .
- C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.
- D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from [learning.sap.com](https://learning.sap.com)): A and B.

#### NEW QUESTION # 30

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. Increased customer engagement
- B. Usability of analytics tools
- C. Reduction in time to hire:
- D. Reduction in turnover

**Answer: C,D**

Explanation:

B . Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

- D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite [learning.sap.com](https://learning.sap.com)

The other options are not directly listed as key business value drivers on [learning.sap.com](https://learning.sap.com):

- \* A. Increased customer engagement is unrelated to HR/talent management solutions.
- \* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

### NEW QUESTION # 31

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

- A. 5aP BusinessAsl
- B. Blockchain integration layer
- **C. Augmented intelligence analytics.**
- D. 5aP Business Technology Platform

**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 # 32

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