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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q18-Q23):

NEW QUESTION # 18

Which of the following are components of the Talent Intelligence Hub in the SAP SuccessFactors Talent Management Suite? Note: There are 3 correct answers to this question.

- A. Recruiting Dashboard
- B. Growth Portfolio
- C. AP Business AI
- D. Skills Ontology
- E. Attributes Library

Answer: B,D,E

Explanation:

B. Attributes Library - The Talent Intelligence Hub features a centralized repository (the Attributes Library) where organizations define and manage people attributes like competencies and skills.

D. Growth Portfolio - This is the employee-facing component where individuals maintain and evolve their own personal attributes, aided by AI-driven skill recommendations.

E. Skills Ontology - Although not always labeled exactly as such, the solution supports a structured and tagged classification framework (skills ontology) underpinning the Attributes Library and Growth Portfolio.

A. SAP Business AI is not a direct component of the Talent Intelligence Hub-it's the broader AI technology that powers it.

C. Recruiting Dashboard belongs to SuccessFactors Recruiting, not the Talent Intelligence Hub.

Final correct answers (per learning.sap.com): B, D, and E.

NEW QUESTION # 19

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

Answer: A,C

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): A and B.

NEW QUESTION # 20

Which of the following are critical factors in managing core HR processes? Note: There are 2 correct answers to this question.

- A. The use of AI to eliminate human interaction in HR related workflows.
- B. The ability to create interactive analytics and reports
- C. The ability to automate HR workflows
- D. The ability to equip employees with self-service tools

Answer: C,D

Explanation:

A. The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that

enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

- C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.
- B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com
- D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

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

NEW QUESTION # 21

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

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

Answer: A,C

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 # 22

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. Augmented intelligence analytics.
- B. SAP Business AI
- C. Blockchain integration layer
- D. SAP Business Technology Platform

Answer: A,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

