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SuccessFactors HCM Solutions Sample Questions (Q24-Q29):

NEW QUESTION # 24
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 # 25
Which of the following are critical factors in managing core HR processes?Note: There are 2 correct ansviers to this question

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

Answer: A,C

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 # 26
Which of the following are examples of how SAP Business Al can add value in the area of talent management?Note: There are 2 correct answers to this questio n.

- A. Leamers can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of theirlearning content.
- B. People managers can accelerate key decision-making by quickly identifying employee skils gaps.
- C. Employees canidentify ways to streamiine and make the onboarding process more efficient.
- D. Recruiters and iring managers can use Al o generate and modify job descriptions and interview questions.

Answer: B,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 # 27

Which of the following are tracitionally considered pilars of human resource management?Note: There are 3 correct ansviers o this question

- A. strategic planning
- B. Core HR and payroll
- C. Customer experience
- D. Tatent management
- E. Learning and development

Answer: B,D,E

Explanation:
Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:
☐ A. Learning and development
* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.
☐ B. Core HR and payroll
* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR-explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"
☐ C. Talent management
* TALENT MANAGEMENT encompasses recruiting, performance, and development-directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.
Final selections (3 correct): A, B, and C

NEW QUESTION # 28

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

Answer: A,D

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 # 29

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