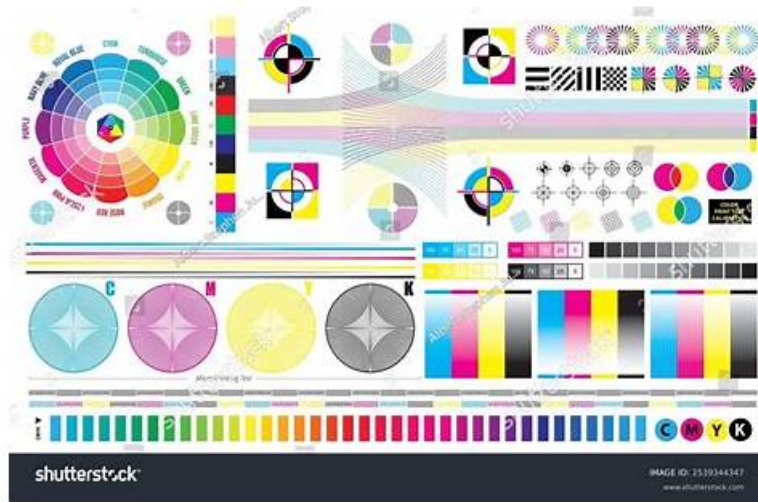


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## SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>SAP SuccessFactors Core HR and Payroll:</b> 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>• <b>Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions:</b> 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>• <b>SAP SuccessFactors Talent Management:</b> 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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## Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Test Blueprint

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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q12-Q17):

### NEW QUESTION # 12

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

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

**Answer: A,C,D**

Explanation:

Based on the official SAP SuccessFactors documentation on [learning.sap.com](https://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 # 13

Which of the following are examples of how SAP Business AI can add value in the area of talent management? Note: There are 2 correct answers to this question.

- A. Recruiters and hiring managers can use AI to generate and modify job descriptions and interview questions.
- B. Employees can identify ways to streamline and make the onboarding process more efficient.
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

**Answer: A,C**

Explanation:

The correct answers—directly from the "Use Cases for SAP Business AI for Talent Management" lesson on [learning.sap.com](https://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](https://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 # 14

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

- A. paying employees a living wage
- B. Identifying the skills required to support sustainability initiatives
- C. Providing employees with benefits such as healthcare.
- **D. Treating people ethically and fairly**

**Answer: D**

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 # 15

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resource Officers?

- A. Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- B. Core HR, Time and Payroll | Working Capital | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance
- C. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- **D. Core HR, Time and Payroll. |Talent Acquisition |Learning and Talent Management | Workforce Analytics and Planning | HR Compliance**

**Answer: D**

Explanation:

B. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:

\* Core HR, Time & Payroll

\* Talent Acquisition (recruiting/onboarding)

\* Learning & Talent Management

\* Workforce Analytics & Planning

\* HR Compliance

This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.

The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).

Final correct answer: B.

#### NEW QUESTION # 16

What does the Develop to Grow process emphasize?

- A. Attracting talented candidates
- **B. Setting employee goals and their continuous growth**
- C. Onboarding new hires
- D. Evaluating potential candidates



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