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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q11-Q16):

NEW QUESTION # 11

What is the purpose of total workforce management from SAP?

- A. Analyzing historical data for strategic planning
- B. Proactively managing full-time employees
- C. Automating only manual processes.
- **D. Providing a clear view of the entire workforce**

Answer: D

Explanation:

A . Providing a clear view of the entire workforce - As stated on learning.sap.com, "Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce", including full-time, part-time, and contingent workers.

The other options don't match the SAP description exactly:

* B refers only to full-time employees, but Total Workforce Management covers all workforce segments - internal and external - not just full-time .

* C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on learning.sap.com.

* D says "automating only manual processes." The site describes reducing manual effort, but that isn't the sole purpose - it's part of a broader goal including visibility and proactive management.

Correct answer: A.

NEW QUESTION # 12

Which of the following are key capabilities of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct answers to this question

- **A. AI-driven career growth and development**
- B. Employee data management
- **C. Continuous performance management**
- D. sales performance management

Answer: A,C

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 # 13

What is the process of identifying and developing internal talent for future key roles called?

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

Answer: C

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 # 14

Which of the following activities does the SAP Business Technology Platform support? Note: There are 2 correct answers to this question.

- A. Talent management
- **B. Data management**
- **C. Application integration**
- D. Rapid implementation of on-premise solutions.

Answer: B,C

Explanation:

Solution:

A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.

☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing, analytics, modeling, and preparation to ensure a unified and governed data foundation.

☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services rather than accelerating on-premise solution deployment.

☐ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP BTP.

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

NEW QUESTION # 15

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

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

Answer: A

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

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