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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q14-Q19):

### NEW QUESTION # 14

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- A. By ensuring an engaged and proactive workforce as competition intensifies and expectations evolve
- B. By maintaining customer data for accurate analysis
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape
- D. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages
- E. By managing uncertainty via real-time planning and scenario analysis

**Answer: A,C,D**

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

- B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals-a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
- C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance .
- D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.
- A. Maintaining customer data for accurate analysis - This is outside HR scope.
- E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.

Final correct answers: B, C, and D.

### NEW QUESTION # 15

How o the HCM capabilities of SAP Business Suite help HR leaders?Note: There are 3 correct answers to this questio n.

- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- B. By establishing a single source of truth for people and skills data to drive more informed business decisions
- C. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- D. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- E. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.

**Answer: B,C,E**

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

- D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
- E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.
- A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

- C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

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

### NEW QUESTION # 16

How can SAP SuccessFactors Work Zone help professional services organizations?Note: There are 3 correct answers to this question.

- A. It offers easy access to business applications, processes, and information from an intelligent center.
- B. It features customizable content applications and a centralized role-specific view.
- C. It offers advanced AI algorithms to automate HR processes.
- D. It enables users to review budgets and reward team members.
- E. It allows users to address issues like staffing, searching for talent, and scheduling interviews.

**Answer: A,B,E**

Explanation:

Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:

- C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
- D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .
- E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
- A. It enables users to review budgets and reward team members.

(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)

- B. It offers advanced AI algorithms to automate HR processes.

(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

#### NEW QUESTION # 17

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

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

**Answer: A**

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 # 18

Which of the following is one of the main objectives of the Recruit to Retire business process in SAP SuccessFactors HCM?

- A. To enhance customer relationship management
- B. To increase sales revenue
- **C. To support the activities of the employee lifecycle**
- D. To optimize supply chain logistics.

**Answer: C**

Explanation:

B . To support the activities of the employee lifecycle

According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.

- A. To enhance customer relationship management - Outside the scope of HR processes.
- C. To optimize supply chain logistics - Not part of the HR lifecycle.
- D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.

Final correct answer: B. To support the activities of the employee lifecycle.

## NEW QUESTION # 19

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