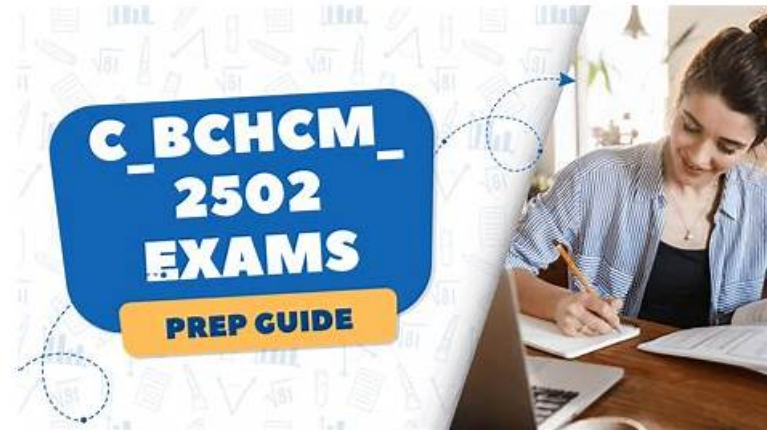


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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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 (Q21-Q26):

NEW QUESTION # 21

Which of the following does SAP SuccessFactors Employee Central offer for real-time workforce insights?

- **A. Headcount reporting metrics**
- B. Automated future workforce assignment
- C. Reskilling workforces at scale:
- D. Real-time gamification for employee learning

Answer: A

Explanation:

B. Headcount reporting metrics - As noted on learning.sap.com, SAP SuccessFactors Employee Central delivers real-time workforce insights, including headcount reporting across more than 100 locales, through interactive organizational charts and live data visualization learning.sap.com.

- A. Real-time gamification for employee learning - This feature is not mentioned as part of Employee Central's real-time insights.
- C. Automated future workforce assignment - Workforce planning is not referenced in the context of real-time insights in Employee Central.
- D. Reskilling workforces at scale - Reskilling is covered in talent and learning modules, not as part of Employee Central's real-time analytics.

Final correct answer (from learning.sap.com): B. Headcount reporting metrics.

NEW QUESTION # 22

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To ensure financial well-being and stability for all employees
- B. To prioritize physical health and safety in the workplace
- C. To maximize individual growth potential
- **D. To promote a sense of belonging for all employees**

Answer: D

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on: * "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

- B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.
- C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.
- D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 23

What is the purpose of total workforce management from SAP?

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

Answer: A

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 # 24

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, 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 # 25

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

- A. Providing employees with benefits such as healthcare.
- B. paying employees a living wage
- C. Identifying the skills required to support sustainability initiatives
- 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 # 26

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