

# Pass Guaranteed SAP - C\_BCHCM\_2502 - SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Newest Certification Exam Infor



## SAP

### C\_BCHCM\_2502

ExamName: SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions

Questions & Answers Sample PDF

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### SAP C\_BCHCM\_2502 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q16-Q21):

### NEW QUESTION # 16

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

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

**Answer: C,D**

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 # 17

What does the Develop to Grow process emphasize?

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

**Answer: D**

Explanation:

Solution:

B. Setting employee goals and their continuous growth

According to learning.sap.com, the Develop to Grow process focuses on the entire employee development journey: defining and aligning personal and organizational goals, facilitating continuous performance management, enabling coaching and mentoring, and enabling learning to support ongoing skill and career growth.

The other options are not applicable:

\* A. Attracting talented candidates is associated with the Recruit to Onboard process, not Develop to Grow.

\* C. Onboarding new hires also falls under Recruit to Onboard, not the development phase.

\* D. Evaluating potential candidates is part of recruitment, not the focus of Develop to Grow.

Final correct answer from learning.sap.com: B. Setting employee goals and their continuous growth.

### NEW QUESTION # 18

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question.

- **A. Reduction in time to hire:**
- B. increased customer engagement
- C. Usability of analytics tools
- **D. Reduction in turnover**

**Answer: A,D**

Explanation:

B. Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.

D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite learning.sap.com.

The other options are not directly listed as key business value drivers on learning.sap.com:

\* A. Increased customer engagement is unrelated to HR/talent management solutions.

\* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business value driver in the specified context.

Correct answers: B and D.

### NEW QUESTION # 19

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

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

**Answer: A,B,D**

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 # 20

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

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

**Answer: A**

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 # 21

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