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SAP C-ARSUM-2302 SAP Certified Application Associate - SAP Ariba Supplier Management



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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 3	• 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.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q25-Q30):

NEW QUESTION # 25

Which of the following applications are components of SAP SuccessFactors Talent Management?

- A. Recruiting, Onboarding, and Global Benefits
- **B. Performance Management, Onboarding and Recruiting.**
- C. Recruiting, Onboarding, and Time Management
- D. Performance Management, Learning and Development, and Customer Experience

Answer: B

Explanation:

Solution:

B. Performance Management, Onboarding, and Recruiting

As outlined on learning.sap.com, SAP SuccessFactors Talent Management includes modules across the employee lifecycle, specifically:

* Recruiting

* Onboarding

* Performance and Goals (Performance Management)

These three are part of the Talent Management suite, supporting hiring, onboarding, and continuous performance processes.

☐ A. Recruiting, Onboarding, and Global Benefits - Global Benefits belongs to Core HR, not Talent Management.

☐ C. Recruiting, Onboarding, and Time Management - Time Management is part of Core HR (Employee Central), not Talent

Management.

☐ D. Performance Management, Learning and Development, and Customer Experience - Learning and Development is Talent Management, but Customer Experience is unrelated to SAP's Talent Management suite.

Final correct answer: B.

NEW QUESTION # 26

Which of the following is a key technology that Supports the SAP SuccessFactors HCM Suite? Note: There are 2 correct answers to this question

- A. SAP Business AI
- **B. SAP Business Technology Platform**
- **C. Augmented intelligence analytics.**
- D. Blockchain integration layer

Answer: B,C

Explanation:

Solution:

A. SAP Business Technology Platform

SAP SuccessFactors HCM is supported by SAP BTP, which provides essential services like application integration, data management, AI, and analytics to extend and integrate HCM capabilities across cloud and on-prem systems.

☐ C. Augmented intelligence (AI) analytics

The suite leverages SAP Business AI-powered by machine learning and generative AI to deliver insights, automate HR tasks, and enhance decision-making across the HCM lifecycle.

☐ B. SAP Business AI - While AI is indeed a key technology, this option is likely a typo or misformatted (likely intended as SAP Business AI, which corresponds to option C).

☐ D. Blockchain integration layer - This technology is not mentioned as supporting SuccessFactors HCM on learning.sap.com.

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

NEW QUESTION # 27

What is the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Creating comprehensive reports for HR processes.
- **B. Managing complex IT landscapes**
- C. Providing data-driven insights for strategic decision-making
- D. Automating HR workflows

Answer: B

Explanation:

Solution:

C. Managing complex IT landscapes

According to learning.sap.com, SAP LeanIX is used to manage complex IT landscapes, providing a comprehensive view of application portfolios, technology dependencies, and enterprise architecture. This supports seamless integration between SAP SuccessFactors Employee Central and other systems, aiding IT governance and strategic alignment.

☐ A. Automating HR workflows - This is a capability of SAP Signavio or BTP, not LeanIX.

☐ B. Creating comprehensive reports for HR processes - While LeanIX can improve reporting capabilities, its primary role is landscape management, not HR reporting.

☐ D. Providing data-driven insights for strategic decision-making - LeanIX supports insights in the context of IT architecture, but this isn't its primary defined role in the integration scenario.

Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

NEW QUESTION # 28

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. Employees can identify ways to streamline and make the onboarding process more efficient.

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

Answer: B,C

Explanation:

The correct answers-directly from the "Use Cases for SAP Business AI for Talent Management" lesson on 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 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 # 29

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes
- B. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- C. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- D. By identifying and addressing modern supply chain challenges

Answer: A

Explanation:

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

- * Automating and improving workforce planning through autonomous analysis of SAP and third-party data
- * Enabling more engaging, AI-driven employee experiences
- * Optimizing HR processes for greater efficiency.

The other options are not applicable:

- * A focuses on supplier information and workflows, which is outside the HR domain.
- * C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
- * D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

NEW QUESTION # 30

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