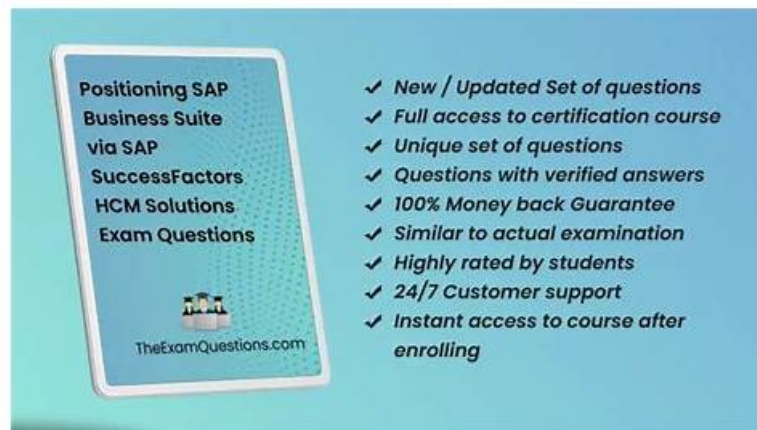


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## SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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>

## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q17-Q22):

### NEW QUESTION # 17

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

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

**Answer: D**

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 # 18

What is the purpose of total workforce management from SAP?

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

**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 # 19

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

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

**Answer: B**

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 # 20

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

**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 # 21

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

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

**Answer: C**

Explanation:

### A. Succession Planning

On [learning.sap.com](https://learning.sap.com/learning-stories/succession-planning), 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 # 22

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