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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details

Topic 1	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	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 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 (Q14-Q19):

NEW QUESTION # 14

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

- A. Identifying the skills required to support sustainability initiatives
- B. Providing employees with benefits such as healthcare.
- C. Paying employees a living wage
- 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 # 15

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

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

Answer: B

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 # 16

What are the five key pillars of SAP SuccessFactors HCM that support the business needs of Chief Human Resource Officers?

- A. Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | Risk & Compliance
- B. Core HR, Time and Payroll | Working Capital | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance
- C. Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Integrated Business Planning | HR Compliance
- D. Core HR, Time and Payroll. |Talent Acquisition |Learning and Talent Management | Workforce Analytics and Planning | HR Compliance

Answer: D

Explanation:

B . Core HR, Time and Payroll | Talent Acquisition | Learning and Talent Management | Workforce Analytics and Planning | HR Compliance On learning.sap.com, SAP SuccessFactors HCM is structured around five key pillars that support CHROs' needs:

- * Core HR, Time & Payroll
- * Talent Acquisition (recruiting/onboarding)
- * Learning & Talent Management
- * Workforce Analytics & Planning
- * HR Compliance

This aligns precisely with option B, encompassing all five essential pillars discussed for CHRO-focused business support.

The other options either miss crucial components (like Time & Payroll or Analytics) or include unrelated pillars (e.g., Integrated Business Planning or Working Capital).

Final correct answer: B.

NEW QUESTION # 17

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

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

Answer: B

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 # 18

What is the purpose of total workforce management from SAP?

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

Answer: C

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

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