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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q26-Q31):

### NEW QUESTION # 26

What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform? Note: There are 2 correct answers to this question.

- A. Provide employees with AI-generated recommendations for learning and development.
- B. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.
- C. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Use SAP process automation tools to streamline manual, repetitive, and error-prone tasks.

Answer: C,D

Explanation:

Thank you for summarizing.

☐ Confirmed from learning.sap.com:

The correct answers to the question "What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?" are:

☐ A. Integrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.

SAP BTP, through services like the SAP Integration Suite, allows organizations to unify and connect data and processes from various HR systems-including hybrid and legacy systems.

☐ B. Use BTP process automation tools to streamline manual, repetitive, and error-prone tasks.

SAP BTP supports low-code/no-code automation, enabling the elimination of manual entries, reducing errors, and increasing operational efficiency in HR tasks.

☐ C. Provide employees with AI-generated recommendations for learning and development.

This is a feature of SAP Business AI (Joule), not directly a result of the HCM + BTP combination.

☐ D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

This pertains to release management and extensibility governance, not a direct benefit of leveraging SAP BTP with SuccessFactors HCM.

✓ Final correct answers from learning.sap.com: A and B.

### NEW QUESTION # 27

What does the Develop to Grow process emphasize?

- A. Evaluating potential candidates
- B. Onboardinnewg hires
- C. Setting employee goals and their continuous growth
- D. Attracting telented candidates

**Answer: C**

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 # 28

What s the role of SAP LeaniX in supporting the inegration of SAP SuiccessFactors Employee Central with other systems?

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

**Answer: A**

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 # 29

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

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

**Answer: B,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 # 30

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

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

**Answer: B**

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 # 31

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