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

NEW QUESTION # 17

Which of the following features in SAP SuccessFactors Work Zone enhance employee productivity and engagement? Note: There are 2 correct answers to this question

- A. Role-based security and compliance:
- **B. Personalized guided experiences**
- C. Data-driven payroll insights
- **D. Collaborative workspaces**

Answer: B,D

Explanation:

A. Collaborative workspaces - SAP SuccessFactors Work Zone provides collaborative workspaces that help break down silos, encourage team interaction, and foster engagement across the organization.

☐ B. Personalized guided experiences - The platform offers personalized, role-based guided experiences to streamline processes and present the most relevant content and tasks to each employee, enhancing productivity and satisfaction.

☐ C. Data-driven payroll insights - That's a feature of Employee Central Payroll, not Work Zone.

☐ D. Role-based security and compliance - While important, security and compliance features are foundational, not specifically highlighted as productivity or engagement enhancers in Work Zone.

Final answer (from learning.sap.com): A and B.

NEW QUESTION # 18

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

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

Answer: B,C,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 # 19

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

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

Answer: D

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 are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- **A. Core HR and payroll**
- B. strategic planning
- C. Customer experience
- **D. Learning and development**
- **E. Talent management**

Answer: A,D,E

Explanation:

Based on the official SAP SuccessFactors documentation on learning.sap.com, the three traditionally recognized pillars of Human Resource Management are:

- ☐ A. Learning and development

* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.

- ☐ B. Core HR and payroll

* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR—explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"

- ☐ C. Talent management

* TALENT MANAGEMENT encompasses recruiting, performance, and development—directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.

Final selections (3 correct): A, B, and C

NEW QUESTION # 21

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

Answer: C,D

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 # 22

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