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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 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.
Topic 3	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.

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SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q15-Q20):

NEW QUESTION # 15

How does SAP SuccessFactors Employee Central Payroll improve payroll accuracy?

- A. By providing quarterly payroll evaluation review sessions
- B. By providing automatic end-of-month payment reviews
- C. Through real-time time valuation and continuous payroll
- D. Through the use of intelligent dashboards and reports

Answer: C,D

Explanation:

Solution:

D . Through real-time time valuation and continuous payroll - As confirmed on learning.sap.com, SAP SuccessFactors Employee Central Payroll ensures higher payroll accuracy by leveraging real-time payroll valuation and continuous payroll processing. This approach allows for ongoing evaluation of payroll data and error detection before the final payroll run, ensuring employees are paid accurately and on time.

☐ C. Through the use of intelligent dashboards and reports - The solution also employs intelligent dashboards and reporting tools, providing real-time insights and visualizations that help identify and resolve potential payroll inaccuracies .

☐ A. Providing quarterly payroll evaluation review sessions - Not mentioned as a payroll accuracy mechanism in the source.

☐ B. Providing automatic end-of-month payment reviews - The emphasis is on continuous, real-time evaluation, not specific end-of-month reviews.

Correct answers: C and D.

NEW QUESTION # 16

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

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

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 # 17

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 | Working Capital | 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. |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 # 18

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

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

- E. It enables users to review budgets and reward team members.

Answer: A,B,C

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 underlying technology supports the HCM tools provided with the SAP SuccessFactors HCM suite?

- A. SAP Business Technology Platform
- **B. Machine Learning**
- C. Data Warehousing
- D. Predictive Analytics

Answer: B

Explanation:

Solution:

B. Machine Learning - The SAP SuccessFactors HCM suite is supported by underlying technologies, including SAP Business AI, which leverages machine learning capabilities to enhance its HCM tools.

- ☐ A. SAP Business Technology Platform - While SAP BTP is used to extend and integrate HCM solutions, it is not listed as an underlying technology that directly supports the core HCM tools.
- ☐ C. Data Warehousing - Not referenced as a foundational technology for SuccessFactors HCM tools on learning.sap.com
- ☐ D. Predictive Analytics - Although analytics capabilities are present, they are part of SAP Business AI and not separately highlighted as an underlying technology.

Correct answer (per learning.sap.com): B only.

NEW QUESTION # 20

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