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

Topic	Details
Topic 1	<ul> <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 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.

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.

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## SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q20-Q25):

#### **NEW QUESTION #20**

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

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

#### Answer: D

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

Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

#### **NEW QUESTION #21**

What i the purpose of total workforce management from SAP?

- A. Analyzinghistorical data forstrategic planning
- B. Proactively managing full-time employees

isn't its primary defined role in the integration scenario.

- C. Automating only manual processes.
- D. Proviing a clear view of the entire workforce

#### Answer: D

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 #22**

Which of the following actilies does the SAP Business Technology Plttorm support? Note: There are 2 correct ansviers to this questio n.

- A. Rapid implementation of on-premise solutions.
- B. Tatent management
- C. Application integration
- D. Data management

#### Answer: C,D

Explanation:
Solution:
A . Application integration - SAP Business Technology Platform explicitly supports application integration, enabling secure
connection of processes, APIs, and data across hybrid landscapes via the SAP Integration Suite.
☐ C. Data management - BTP provides comprehensive data management capabilities, including database, data warehousing,
analytics, modeling, and preparation to ensure a unified and governed data foundation.
☐ B. Rapid implementation of on-premise solutions - BTP focuses on cloud-based integration, development, and data services
rather than accelerating on-premise solution deployment.
□ D. Talent management - Talent management is delivered through SAP SuccessFactors HR modules, not a core activity of SAP
BTP.
Final correct answers (from learning sap.com): A and C.

#### **NEW QUESTION #23**

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

- A. Provicie employees with Al-generated recommendations for earning and development.
- B. Use 54P process automation tools to streamline manual, repetiive, and error-prone tasks.
- C. inegrate and connect HR data, processes, and people to cloud-based, on-premise, and hybrid landscapes.
- D. Ensure that the organization uses the latest release and is running with cloud-compliant extensions and customizations.

#### Answer: B.C

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 OUESTION #24**

How o the HCM capabilities of SAP Business Suite help HR leaders? Note: There are 3 correct answers to this questio n.

- A. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- B. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- C. By streamlining the source-o-pay process, enhancing procurement activities and business performance.
- D. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- E. By establishing a single source of truth for people and skils data to drive more informed business decisions

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Answer: A,D,E
Explanation:
Solution:
B. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.
□ D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.
□ E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.
$\Box$ A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation
This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.
☐ C. By streamlining the source-to-pay process, enhancing procurement activities
This pertains to procurement and finance-not HR leadership functions.
Final correct answers (per learning.sap.com): B, D and E.
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#### **NEW QUESTION #25**

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