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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 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	• 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.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q19-Q24):

NEW QUESTION # 19
Which of the following applications are components of SAP SuccessFactors Talent Management?

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

Answer: D

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 # 20
Which underlying technology supports the HCM tools provided ith the SAP SuccessFactors HCM stite?

- A. Data Warehousing
- B. Prediciive Analytics
- C. sAP Business Technology Platiorm
- D. Machine Leaming

Answer: D

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 # 21
How oes SAP SuccessFactors support HR leaders with the help ofAI agents?

- A. By streamining workdorce planning, enhancing employee interactions, and optimizing HR processes
- B. Byleveraging predictive analytics to forecast customer ehavior,identiying churm riks, and uncovering new opportunities for engagement
- C. Byidentitying and addressing moden supply chain challenges
- D. By enhancing buying decisions with unifed suppler information and customizable workllows for supplier qualfication

Answer: A

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 # 22
What i the purpose of total workforce management from SAP?

- A. Analyzinghistorical data forstrategic planning
- B. Proviing a clear view of the entire workforce
- C. Automating only manual processes.
- D. Proactively managing full-time employees

Answer: B

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 # 23

What i the process ofidentifying and developing internal talent fo future key roles called?

- A. Succession Planning
- B. Onboarding
- C. performance Management
- D. Recruitment

Answer: A

Explanation:
A . Succession Planning
On learning.sap.com, the process of identifying and developing internal talent for future key roles is described as Succession Planning. The content states:
"SAP SuccessFactors Succession Planning helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals".
Final correct answer: A. Succession Planning.

NEW QUESTION # 24

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