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SuccessFactors HCM Solutions Sample Questions (Q10-Q15):

NEW QUESTION # 10

What does the Develop to Grow process emphasize?

- A. Setting employee goals and their continuous growth
- B. Evaluating potential candidates
- C. Onboarding new hires
- D. Attracting talented candidates

Answer: A

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 # 11

What is the process of identifying and developing internal talent for future key roles called?

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

Answer: B

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 # 12

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

Answer: A,B

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 # 13

Which of the following are critical factors in managing core HR processes?Note: There are 2 correct answers to this question

- A. The use of AI to eliminate human interaction in HR related workflows.
- **B. The ability to automate HR workflows**
- C. The ability to create interactive analytics and reports
- **D. The ability to equip employees with self-service tools**

Answer: B,D

Explanation:

A . The ability to equip employees with self-service tools - SAP SuccessFactors Employee Central provides self-service portals that enable employees and managers to update personal and organizational data directly, reducing manual intervention and empowering users.

☐ C. The ability to automate HR workflows - Employee Central includes configurable business rules and workflow automation for processes like event triggers, approvals, and alerts, streamlining operations and reducing errors.

☐ B. The ability to create interactive analytics and reports - While reporting is supported, this is not typically labeled as a critical factor in core HR process management on learning.sap.com

☐ D. The use of AI to eliminate human interaction in HR workflows - Learning.sap.com focuses on automation and self-service, but does not endorse total elimination of human interaction in core HR workflows.

Final correct answers (per learning.sap.com): A and C.

NEW QUESTION # 14

Which of the following best describes the concept of people sustainability?

- A. Providing employees with benefits such as healthcare.
- B. paying employees a living wage
- C. Identifying the skills required to support sustainability initiatives
- **D. Treating people ethically and fairly**

Answer: D

Explanation:

C . Treating people ethically and fairly - According to learning.sap.com, "People Sustainability ... focuses on treating people ... ethically and fairly" across the workforce, supply chains, and communities.

The other choices don't align with the core definition of people sustainability on learning.sap.com:

* A. Paying employees a living wage - While important, it's a specific action, not the broad concept.

* B. Identifying the skills required to support sustainability initiatives - That's tied to talent management and sustainability skills, but not the overarching definition.

* D. Providing employees with benefits such as healthcare - Important for employee well-being, but still part of tactical benefits rather than the concept itself.

Final correct answer: C. Treating people ethically and fairly.

NEW QUESTION # 15

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