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SAP C-BCHCM-2502 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">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 (Q23-Q28):

NEW QUESTION # 23

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- B. By identifying and addressing modern supply chain challenges
- **C. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- D. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement

Answer: C

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 # 24

Which of the following activities does the SAP Business Technology Platform support? Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 25

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

- A. Automated future workforce assignment
- B. Real-time gamification for employee learning
- C. Reskilling workforces at scale:
- **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 # 26

Which of the following is a capability of SAP SuccessFactors Onboarding?

- A. Career path planning for new employees
- **B. Management of the employee rehiring process**
- C. Performance goal setting for new employees
- D. Automated employee relocation services

Answer: B

Explanation:

Solution:

A. Management of the employee re-hiring process

According to learning.sap.com, SAP SuccessFactors Onboarding includes a robust Rehire capability. This allows organizations to efficiently manage the re-hiring process-matching inactive employee records, supporting re-hire with new or previous employment, and facilitating seamless data transfer and verification within onboarding workflows.

☐ B. Automated employee relocation services - Not mentioned as an Onboarding capability on learning.sap.com

☐ C. Performance goal setting for new employees - This functionality belongs to Performance Management, not specifically Onboarding.

☐ D. Career path planning for new employees - This is part of Career Development in Talent Management, not the Onboarding module.

Final correct answer: A. Management of the employee re-hiring process.

NEW QUESTION # 27

Which of the following are included in the templates of SAP Signavio Process Intelligence for SAP SuccessFactors solutions for core HR and payroll?

- **A. Data analysis tools**
- B. Software development kits
- C. Project management tools
- **D. Organizational charts**

Answer: A,D

A. Organizational charts - The SAP Signavio Process Intelligence templates for SuccessFactors Core HR and Payroll include visualizations like org charts to help map and understand workforce structures learning.sap.com.

☐ B. Software development kits - Not included in these template offerings.

Correct answers: A and D.

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