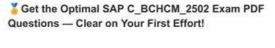
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# SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q19-Q24):

# **NEW QUESTION #19**

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

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

#### Answer: C

#### 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 rela	cation services	- Not mentioned	as an Onboard	ing 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 #20**

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

- A. The abilty to automate HR workflows
- B. The abilty to eauip employees with self-service tools
- C. The abily to create interactive analytics and reports
- D. The use of Al to eliminate human interaction in HR related workflows.

# Answer: A,B

# 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.

$\square$ C. The ability to automate	HR workflows -	Employee Central	includes configurable	e business rules	and workflow	automation for
processes like event triggers,	approvals, and a	lerts, streamlining o	perations and reduc	ing errors.		

$\hfill \Box$ 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.con	n.		

		_							
$\square$ D. The use of	of AI to eliminat	e human interaction	n in H	R workflows	<ul> <li>Learning.sap.</li> </ul>	com focuses	on automation and	self-service,	but
does not endo	rse total eliminat	ion of human intera	action	in core HR w	orkflows.				

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

## **NEW QUESTION #21**

Which of the following are key capabiltes of the SAP SuccessFactors Talent Management Suite? Note: There are 2 correct ansviers o this question

• A. Ardriven career growth and development

- B. sales performance management
- C. Employee at amanagement
- D. Continuous performance management

#### Answer: A,D

Explanation:

Solution:

A. AI-driven career growth and development

Learning.sap.com highlights that the SAP SuccessFactors Talent Management Suite offers AI-driven career growth and development, providing personalized skill gap identification, growth portfolios, and career development recommendations.

☐ C. Continuous performance management

The suite emphasizes continuous performance management, enabling ongoing performance and goals tracking, real-time feedback, and alignment with organizational priorities.

 $\square$  B. Sales performance management - This is outside the scope of the Talent Management Suite, focusing instead on sales-specific performance processes.

□ D. Employee data management - Core HR (handled by Employee Central) manages employee data, not the Talent Management Suite.

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

### **NEW OUESTION #22**

How oes SAP SuccessFactors support HR leaders with the help of Al agents?

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

#### 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 #23**

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

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

# Answer: A

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 # 24
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