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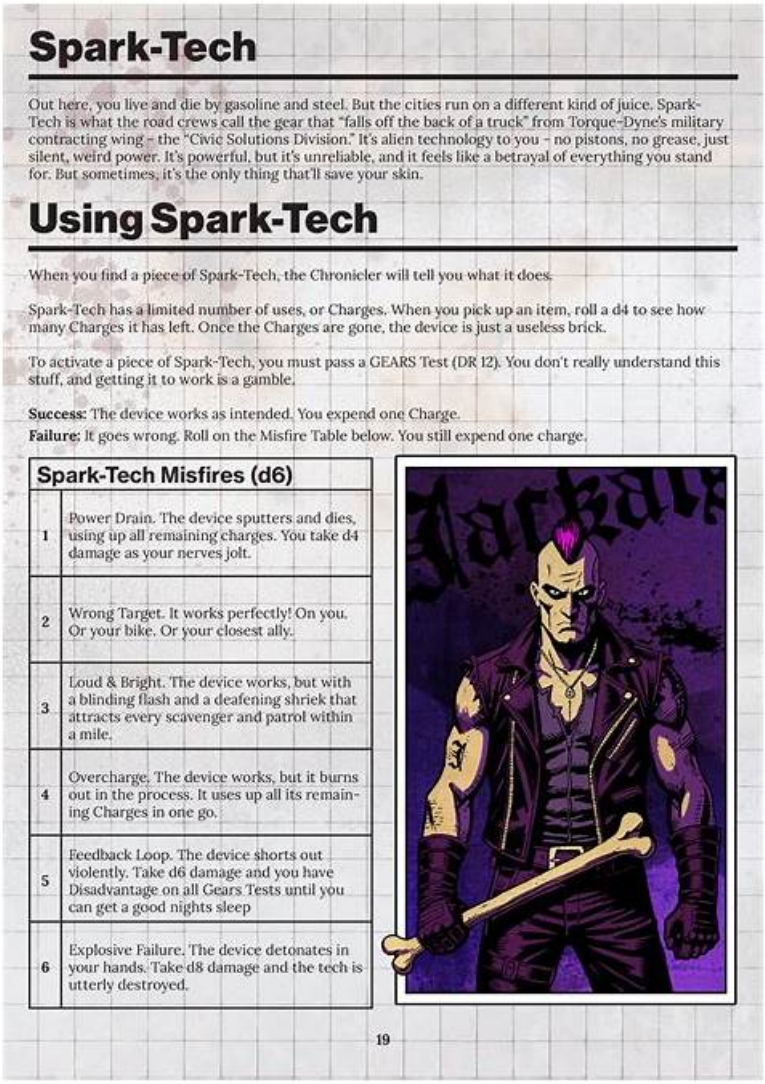

Spark-Tech

Out here, you live and die by gasoline and steel. But the cities run on a different kind of juice. Spark-Tech is what the road crews call the gear that "falls off the back of a truck" from Torque-Dyne's military contracting wing – the "Civic Solutions Division." It's alien technology to you – no pistons, no grease, just silent, weird power. It's powerful, but it's unreliable, and it feels like a betrayal of everything you stand for. But sometimes, it's the only thing that'll save your skin.

Using Spark-Tech

When you find a piece of Spark-Tech, the Chronicler will tell you what it does.

Spark-Tech has a limited number of uses, or Charges. When you pick up an item, roll a d4 to see how many Charges it has left. Once the Charges are gone, the device is just a useless brick.

To activate a piece of Spark-Tech, you must pass a GEARS Test (DR 12). You don't really understand this stuff, and getting it to work is a gamble.

Success: The device works as intended. You expend one Charge.
Failure: It goes wrong. Roll on the Misfire Table below. You still expend one charge.

Spark-Tech Misfires (d6)	
1	Power Drain. The device sputters and dies, using up all remaining charges. You take d4 damage as your nerves jolt.
2	Wrong Target. It works perfectly! On you. Or your bike. Or your closest ally.
3	Loud & Bright. The device works, but with a blinding flash and a deafening shriek that attracts every scavenger and patrol within a mile.
4	Overcharge. The device works, but it burns out in the process. It uses up all its remaining Charges in one go.
5	Feedback Loop. The device shorts out violently. Take d6 damage and you have Disadvantage on all Gears Tests until you can get a good nights sleep
6	Explosive Failure. The device detonates in your hands. Take d8 damage and the tech is utterly destroyed.

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SAP C-BCHCM-2502 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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.
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.

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

NEW QUESTION # 20
What does the Develop to Grow process emphasize?

- A. Attracting telented candidates
- B. Onboardinnewg hires
- C. Evaluating potential candidates
- D. Setting employee goals and their continuous grovth

Answer: D

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 # 21
Which of the following i one of the main objectives of the Recrult to Retie business process In SAP SiccessFactors HCM?

- A. Toincrease sales revenue
- B. To optimize supply chain logistics.
- C. To enhance customer relationship management
- D. To support the activities of the employee lifecycle

Answer: D

Explanation:
B . To support the activities of the employee lifecycle
According to learning.sap.com, the Recruit to Retire business process (also known as Hire to Retire) is designed specifically to support the activities of the employee lifecycle-from planning and recruiting through onboarding, employment, and offboarding. It's an end-to-end integrated process that enables HR to manage and optimize all workforce stages directly aligned with business objectives.
 A. To enhance customer relationship management - Outside the scope of HR processes.
 C. To optimize supply chain logistics - Not part of the HR lifecycle.
 D. To increase sales revenue - A business goal, but not the primary objective of the Recruit to Retire process.
Final correct answer: B. To support the activities of the employee lifecycle.

NEW QUESTION # 22
Which of the following does SAP SuccessFactors Employee Central oferfor real-time workforce insights?

- A. Automated future workforce assignment
- B. Headcount reporting metrics
- C. Reskilling worklorces at scale:
- D. Real-time gamification for employee learning

Answer: B

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 # 23
What can organizations accomplish by leveraging SAP SuccessFactors HCM with SAP Business Technology Platform?Note: There are 2 correct answers to this questio n.

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

Answer: A,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 QUESTION # 24
How can SAP SuiccessFactors Work Zone help professional services organizations?Note: There are 3 corfect answers to this questio n.

- A. It allows users to adiress issues lie staffing, searching fortalent, and schedluling interviews.
- B. it offers advanced Al algorithms to automate HR processes.
- C. it features customizable content applications and a centralized role-specific view.
- D. It enables users to review budgets and reward team members.
- E. It offers easy access to business applications, processes, and information from an intellwoirkg ceenntetr.

Answer: A,C,E

Explanation:
Based on learning.sap.com, the three correct capabilities of SAP SuccessFactors Work Zone that support professional services organizations are:
 C. It features customizable content applications and a centralized role-specific view Work Zone allows organizations to deliver personalized, role-based dashboards and content applications tailored to job functions-ensuring professionals see what matters most for their roles.
 D. It offers easy access to business applications, processes, and information from an intelligent center Work Zone acts as a centralized hub or "intelligent center," providing seamless access to HR, project, and business applications, workflows, and relevant information .
 E. It allows users to address issues like staffing, searching for talent, and scheduling interviews Although Work Zone itself doesn't handle transactions, it integrates with SuccessFactors Recruiting and project systems, enabling role-based users (like resource or hiring managers) to efficiently navigate staffing tasks, search talent, and coordinate interviews from within the centralized portal.
 A. It enables users to review budgets and reward team members.
(Not a primary Work Zone feature-budgeting and reward management are handled in ERP or SuccessFactors Compensation modules.)
 B. It offers advanced AI algorithms to automate HR processes.
(Not specifically a core capability of Work Zone; AI automation falls under SAP Business AI or BTP process automation.) Correct answers from learning.sap.com: C, D, and E.

NEW QUESTION # 25
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