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**Exam** : **C-BCHCM-2502**

**Title** : SAP Certified Associate -  
Positioning SAP Business  
Suite via SAP  
SuccessFactors HCM  
Solutions

**Vendor** : SAP

**Version** : DEMO

**QUESTION NO: 1**

Which of the following are traditionally considered pillars of human resource management? Note: There are 3 correct answers to this question

- A. Core HR and payroll
- B. Customer experience
- C. Learning and development
- D. strategic planning
- E. Talent management

**Answer:** A,C,E

Explanation:

Based on the official SAP SuccessFactors documentation on [learning.sap.com](https://learning.sap.com), the three traditionally recognized pillars of Human Resource Management are:

- A. Learning and development
    - \* Confirmed as one of the "traditional four pillars of human resource management" in SAP SuccessFactors: recruiting, learning and development, performance management, and compensation management.
  - B. Core HR and payroll
    - \* While not listed among those same four pillars, Core HR and Payroll is a foundational, administrative cornerstone of HR—explicitly part of the SAP SuccessFactors platform's core HR capabilities, often grouped under "Core HR"
  - C. Talent management
    - \* TALENT MANAGEMENT encompasses recruiting, performance, and development—directly aligning with several of those key pillars and commonly referenced as a central HR domain in SuccessFactors suite architecture.
- Final selections (3 correct): A, B, and C

**QUESTION NO: 2**

Which of the following are key business value drivers for SAP SuccessFactors Talent Management solutions? Note: There are 2 correct answers to this question

- A. Reduction in turnover
- B. increased customer engagement
- C. Usability of analytics tools
- D. Reduction in time to hire

**Answer:** A,D

Explanation:

- B. Reduction in turnover - SAP SuccessFactors Workforce Analytics can deliver a 5-10% reduction in employee turnover, which is cited as a key value driver of talent management solutions.
- D. Reduction in time to hire - SAP highlights that Recruiting and Onboarding can yield a 25-40% reduction in time to hire, making this another core business value of the suite [learning.sap.com](https://learning.sap.com).

The other options are not directly listed as key business value drivers on [learning.sap.com](https://learning.sap.com):

- \* A. Increased customer engagement is unrelated to HR/talent management solutions.
- \* C. Usability of analytics tools may be beneficial, but it's not presented as a primary business

value driver in the specified context.

Correct answers: B and D.

### QUESTION NO: 3

How o the HCM capabilities of SAP Business Suite help HR leaders?Note: There are 3 correct answers to this questio n.

- A.** By establishing a single source of truth for people and skills data to drive more informed business decisions
- B.** By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently
- C.** By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- D.** By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.
- E.** By streamlining the source-o-pay process, enhancing procurement activities and business performance.

**Answer:** A,B,D

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.

E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.

A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

### QUESTION NO: 4

Which of the following actiities does the SAP Business Technology Plttorm support?Note: There are 2 correct ansviers to this questio n.

- A.** Appiication integration
- B.** Data management

C. Rapid implementation of on-premise solutions.

D. Talent management

**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.