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**Exam** : **C\_BCHCM\_2502**

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

**Version** : DEMO

1.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. Employees can identify ways to streamline and make the onboarding process more efficient.
- C. People managers can accelerate key decision-making by quickly identifying employee skills gaps.
- D. Learners can leverage the SAP SuccessFactors Opportunity Marketplace to streamline the curation of their learning content.

**Answer:** A C

**Explanation:**

The correct answers—directly from the “Use Cases for SAP Business AI for Talent Management” lesson on [learning.sap.com](https://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](https://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.

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

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

**Answer:** A B C

**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

3. What is the purpose of total workforce management from SAP?

- A. Providing a clear view of the entire workforce
- B. Proactively managing full-time employees
- C. Analyzing historical data for strategic planning
- D. Automating only manual processes.

**Answer:** A

**Explanation:**

A. Providing a clear view of the entire workforce — As stated on [learning.sap.com](https://learning.sap.com), “Total Workforce Management from SAP helps the organization establish a clear view of the entire workforce”, including full-time, part-time, and contingent workers.

The other options don't match the SAP description exactly:

- B refers only to full-time employees, but Total Workforce Management covers all workforce segments — internal and external — not just full-time.
- C mentions analyzing historical data for strategic planning. While SAP solutions include analytics, this isn't listed as the core purpose of Total Workforce Management on [learning.sap.com](https://learning.sap.com).
- D says “automating only manual processes.” The site describes reducing manual effort, but that isn't the sole purpose — it's part of a broader goal including visibility and proactive management.

Correct answer: A.

4. 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 streamlining workforce planning, enhancing employee interactions, and optimizing HR processes
- C. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for engagement
- D. By identifying and addressing modern supply chain challenges

**Answer:** B

**Explanation:**

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes — according to [learning.sap.com](https://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.

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

**Answer:** B 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.