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# C\_OCM\_2503

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**SAP Organizational Change Management Certification Questions & Answers**



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**C\_OCM\_2503**

**SAP Certified Associate - Organizational Change Management**  
**80 Questions Exam – 63% Cut Score – Duration of 180 minutes**

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# C\_OCM\_2503 Practice Test

ERPPrep.com's C\_OCM\_2503 PDF is a comprehensive compilation of questions and answers that have been developed by our team of SAP Organizational Change Management experts and experienced professionals. To prepare for the actual exam, all you need is to study the content of this exam questions. You can identify the weak area with our premium C\_OCM\_2503 practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to boost your confidence to pass the SAP Organizational Change Management certification with a better score.

## C\_OCM\_2503 Questions and Answers Set

**Question: 1**

**What are typical use cases for communicating change impacts with personas in a cloud project?**

**There are 2 correct answers to this question.**

- a) Videos with two personas discussing the project structure and the role of change management within the project
- b) Cheat sheets with a persona providing recommendations about how to work with the new solution
- c) Posters with a persona highlighting how the automation of processes reduces time-consuming, repetitive tasks
- d) Postcards in a cartoon style depicting a persona talking about the required mindset for the new way of working

**Answer: c, d**

**Question: 2**

**What actions can help employees build competence in SAP systems during Change Enablement? There are 2 correct answers to this question.**

- a) Conducting regular hands-on workshops
- b) Developing scenario-based learning simulations
- c) Reducing role-based system access
- d) Postponing system training until after go-live

**Answer: a, b**

**Question: 3**

**Why should change managers without a lot of practical experience start small and focused with change management in an SAP cloud project? Please choose the correct answer.**

- a) Because it is better to address key action areas successfully than to commit to a broad range of topics that might not be handled appropriately.
- b) Because starting with a limited number of activities gives the change manager time to build up the lacking responsibilities.
- c) Because taking over only a few activities provides other project team members the opportunity to get actively involved and thus support the change manager.
- d) Because this prevents investing time in unnecessary activities, as the project plan and the required change management support, which usually change a lot.

**Answer: a**

**Question: 4**

**What are critical factors for successful learning and enablement beyond the go-live of an SAP cloud solution? There are 2 correct answers to this question.**

- a) Establishing a network of learning and enablement experts in the business areas to update enablement content on a regular basis.
- b) Keeping enablement content up to date to avoid learners losing faith in its accuracy and stopping referring to it.
- c) Providing content development tools to the business areas to facilitate the production of enablement content.
- d) Ensuring clear business ownership for learning and enablement, focusing on long-term strategic knowledge management.

**Answer: b, d**

**Question: 5**

**Which aspects should be documented for each activity of a change plan? There are 3 correct answers to this question.**

- a) Estimation of person days for the execution
- b) Responsibility for the execution
- c) Status of the execution
- d) Start date and end date
- e) Added value for the project success

**Answer: b, c, d**

**Question: 6**

**What are key characteristics of pulse checks?**

**There are 3 correct answers to this question.**

- a) They are targeted at specific stakeholder groups or representatives of these groups.
- b) They can be executed at any time during the project's duration.
- c) They provide input for updating the stakeholder landscape.
- d) They are designed to monitor the execution of project tasks.
- e) They are short surveys that are usually conducted repeatedly.

**Answer: a, b, e**

**Question: 7**

**SAP's organizational change management framework is structured into dimensions and related activities. Which activities belong to which dimension? There are 3 correct answers to this question.**

- a) The high-level change impact analysis and the detailed change impact analysis belong to the change realization dimension.
- b) The change assessment and the change plan belong to the change strategy dimension.
- c) The change benefits analysis and the pulse checks belong to the change effectiveness dimension.
- d) The stakeholder analysis and the change network strategy belong to the change leadership dimension.
- e) The communication plan and the communication review belong to the change communication dimension.

**Answer: a, b, d**

**Question: 8**

**Which element is crucial for ensuring stakeholder buy-in during change strategy development? Please choose the correct answer.**

- a) Technical configuration reports
- b) Role-based access control
- c) Leadership involvement and active sponsorship
- d) Automated testing tools

**Answer: c**

**Question: 9**

**What are typical elements of a detailed change impact analysis template?**

**There are 3 correct answers to this question.**

- a) Description of current and future business processes
- b) Key communication messages and respective communication channels
- c) Documentation of the identified change impacts
- d) Quantitative rating of the identified change impacts
- e) Assessment of the key stakeholders' attitude towards the impacts

**Answer: a, c, d**

**Question: 10**

**The stakeholder analysis in a cloud project reveals that some stakeholders belong to the "skeptics" category.**

**There are 2 correct answers to this question.**

- a) Observe them carefully to detect attitude changes for the worse.
- b) Engage them as change agents to improve their attitude towards the project.
- c) Invest enough time to provide positive project information.
- d) Exert hierarchical power to change their attitude towards the project.

**Answer: a, c**

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