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C_OCM_2601

ExamName: SAP Certified - Organizational Change Management

Exam Version: 6.0

Questions & Answers Sample PDF

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Question 1. (Single Select)

You are confronted with the statement that project management and change management are more or less the same thing. What is your reply?

Choose the correct answer.

- A: Change management focuses on the content side, project management on the process side of a cloud project.
- B: Change management focuses on the operational topics, project management on the strategic topics of a cloud project.
- C: Change management focuses on the soft factors, project management on the hard factors of a cloud project.
- D: Change management focuses on the internal stakeholders, project management on the external stakeholders of a cloud project.

Answer: C

Question 2. (Multi Select)

Users are different in the way they react to a new cloud solution. Which groups can be distinguished?

There are three correct answers.

- A: Innovators (2,5%) and early adopters (13,5%) are open for innovation and the first to adopt a new cloud solution.
- B: Members of the early majority (34%) adopt a new cloud solution before the average user.
- C: The late majority (34%) adopt a new cloud solution only after the majority of the impacted users has done so.
- D: Resisters (16%) oppose any change and cannot be convinced to adopt a new cloud solution at all.

Answer: A, B, C

Question 3. (Multi Select)

Cloud implementations are holistic business transformations. Which change impacts are usually observed?

There are two correct answers.

A: Political changes, e.g. new composition of the executive board or the supervisory board

B: Organizational changes, e.g. new roles and responsibilities

C: Strategic changes, e.g. new mission statement or new product portfolio

D: People-related changes, e.g. new skill requirements or new mindset

Answer: B, D

Question 4. (Multi Select)

Assessing the company's current capabilities to manage the people side of change can reveal assets a cloud implementation can build upon. Which aspects should be assessed?

There are three correct answers.

A: The change culture, a subset of the organizational culture

B: The average budget spent on organizational change management in previous IT projects

C: The companies' previous change experience

D: Existing change management knowledge

Answer: A, C, D

Question 5. (Single Select)

You are a professional project manager and consider acting as a change manager in an upcoming cloud project. What benefits do your current skills and experience bring?

Choose the correct answer.

A: If you are an experienced project manager, you bring along everything to also act as a change manager.

B: As project management and organizational change management require completely different skill sets,

your current skills are not an asset as a change manager.

C: Project management skills and experience are helpful assets to act as a change manager.

D: There is a mandatory set of personal traits you need to act as a change manager. Your project management skills and experience are not relevant here.

Answer: C

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