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SAP CERTIFICATION

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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<ul style="list-style-type: none"> Setting Up and Integrating SAP SuccessFactors Learning: This section of the exam measures skills of HRIS Implementation Consultants and covers the foundational steps involved in setting up and integrating the SAP SuccessFactors Learning module. It includes initial configuration tasks and establishing connections between learning and other SuccessFactors components to ensure seamless data flow and functional alignment.
Topic 2	<ul style="list-style-type: none"> Evaluating Training: This section of the exam measures skills of SAP Learning Administrators and covers the evaluation of training effectiveness using assessment tools, surveys, and learning history data. It supports informed decisions around learning strategy and program improvements based on feedback and outcomes.
Topic 3	<ul style="list-style-type: none"> Creating Email Notifications, Certifications, and Approval Processes: This section of the exam measures skills of SAP Learning Administrators and covers the setup of automated communication workflows, certification tracking, and required approval chains. It ensures that learning processes are supported by timely notifications and regulatory documentation.
Topic 4	<ul style="list-style-type: none"> Managing Classes and Online Content: This section of the exam measures skills of SAP Learning Administrators and covers the organization of instructor-led sessions and the handling of online content. It evaluates the ability to create, assign, and manage various learning modalities within the platform to deliver blended and scalable learning experiences.
Topic 5	<ul style="list-style-type: none"> Managing and Reporting in SAP SuccessFactors Learning: This section of the exam measures skills of SAP Learning Administrators and covers the processes involved in managing training records and extracting actionable insights through reporting tools. It focuses on generating, customizing, and interpreting reports to support organizational learning goals and compliance tracking.
Topic 6	<ul style="list-style-type: none"> Managing Security, Configuring Customer Requirements, and Migrating Data: This section of the exam measures skills of HRIS Implementation Consultants and covers the application of role-based permissions, customer-specific configurations, and strategies for migrating learning data from legacy systems. It ensures a secure, personalized, and compliant learning environment.
Topic 7	<ul style="list-style-type: none"> Working with Items, Curricula, and Programs: This section of the exam measures skills of SAP Learning Administrators and covers the creation and management of learning elements such as items, curricula, and programs. It evaluates knowledge of how these components function within the learning environment and how they are assigned and tracked for learner development.
Topic 8	<ul style="list-style-type: none"> Exploring the SAP SuccessFactors Learning Interface: This section of the exam measures skills of SAP Learning Administrators and covers the end-user experience, focusing on how administrators and learners navigate and utilize the SAP SuccessFactors Learning interface. It emphasizes understanding the structure, tools, and key navigation features that facilitate ease of use and effective learning management.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q41-Q46):

NEW QUESTION # 41

What is the purpose of associating attributes with programs?

- A. To randomly assign completion dates to users
- B. To automatically assign users to unrelated programs
- C. To allow users to skip prerequisites
- D. To indicate specific skills or knowledge that the user may improve upon by completing the item or program**

Answer: D

Explanation:

Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:

* Understanding Program Attributes:

* Attributes in SAP SuccessFactors Learning are metadata that describe the skills or knowledge associated with learning content.

* Purpose of Attributes (C):

* Attributes indicate the skills or knowledge users gain by completing a program or item

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Management):

"Attributes associated with programs or items indicate specific skills or knowledge that users may improve upon completion, aiding in competency tracking and reporting."

* This confirms option C, as attributes define learning outcomes.

* How Attributes are Used:

* Administrators assign attributes in the program or item settings, which are then used in reports or competency tracking.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Attribute Configuration):

"To associate attributes, go to Learning Activities > Programs > [Program] > Attributes tab and select skills or knowledge areas that the program addresses. These are tracked in user profiles and reports."

* Why Other Options are Incorrect:

* Option A (Automatic assignment): Attributes do not assign programs; Assignment Profiles do.

"Automatic assignments are managed by Assignment Profiles, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Option B (Skip prerequisites): Attributes do not affect prerequisites.

"Prerequisites are managed at the item level, not by attributes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Random completion dates): Attributes do not influence completion dates.

"Completion dates are set by program or curriculum settings, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The purpose of associating attributes is to indicate skills or knowledge gained, as specified in option C.

NEW QUESTION # 42

In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type - Credit Hours
- B. #Items from Pool of Items
- **C. #Hours of Specified Hour Type from a Pool of Items**
- D. #Hours of Specified Hour Type - Contact Hours

Answer: C

NEW QUESTION # 43

What are valid ways to schedule SAP SuccessFactors connectors?

Note: There are 2 correct answers to this question.

- A. Daily at 1:00AM, 3:30AM and 4:00AM Eastern Time
- **B. Mondays at 5:00AM Eastern Time**
- **C. Twice a month on the first and 15th day at 3:00AM Eastern Time**
- D. First day of each month starting at 4:00AM Pacific Time

Answer: B,C

NEW QUESTION # 44

Which Learning Management System property file is used to configure integration settings?

- **A. Bizx**
- B. Library
- C. Content Import
- D. Connectors

Answer: A

Explanation:

Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:

* Understanding Property Files for Integration:

* SAP SuccessFactors Learning uses property files to configure system settings, including integrations with other modules like SAP

SuccessFactors HCM.

* Bizx Property File (C):

* The Bizx property file is used to configure integration settings between SAP SuccessFactors Learning and the SAP SuccessFactors HCM suite.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, System Configuration):

"The Bizx property file (bizx.properties) is used to configure integration settings for SAP SuccessFactors Learning, including single sign-on (SSO), data synchronization, and embedded learning integration with the SAP SuccessFactors HCM suite."

* Why Other Options are Incorrect:

* Option A (Connectors):Connectors are used for specific data imports/exports, not general integration settings.

"Connectors are used for automated data imports and exports, such as user or learning history data" (SAP SuccessFactors Learning Admin Guide).

* Option B (Library):Library settings manage content organization, not integrations.

* Option D (Content Import):Content Import is for importing learning content, not configuring integrations.

* Conclusion:

* The Bizx property file is used to configure integration settings, making option C correct.

NEW QUESTION # 45

In the SAP SuccessFactors Learning Management System who should be allowed to create, edit, or delete references?

- A. Human Resource Business Partners
- B. Users
- **C. Super Administrators**
- D. Managers

Answer: C

Explanation:

Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:

* Understanding Reference Management:

* References in SAP SuccessFactors Learning are data fields used for mapping or linking entities, requiring high-level access to create, edit, or delete.

* Super Administrator Role (C):

* Super Administrators have the necessary permissions to manage references due to their system- wide access.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):

"Super Administrators have permissions to create, edit, or delete references in SAP SuccessFactors Learning, managed in System Administration > Configuration > References."

* This confirms option C, as Super Administrators are authorized.

* How References are Managed:

* In System Administration > Configuration > References, Super Administrators modify reference data.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Reference Configuration):

"To manage references, Super Administrators access System Administration > Configuration > References to create, edit, or delete reference fields used for system mappings."

* Why Other Options are Incorrect:

* Option A (HR Business Partners):HRBPs lack system-level permissions.

"HR Business Partners do not have permissions to manage references" (SAP SuccessFactors Learning Admin Guide).

* Option B (Users):Regular users cannot access reference management.

"Regular users lack access to System Administration for reference management" (SAP SuccessFactors Learning Admin Guide).

* Option D (Managers):Managers are limited to team-level actions.

"Managers are restricted to team management, not system reference configuration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Super Administrators should be allowed to manage references, as specified in option C.

NEW QUESTION # 46

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