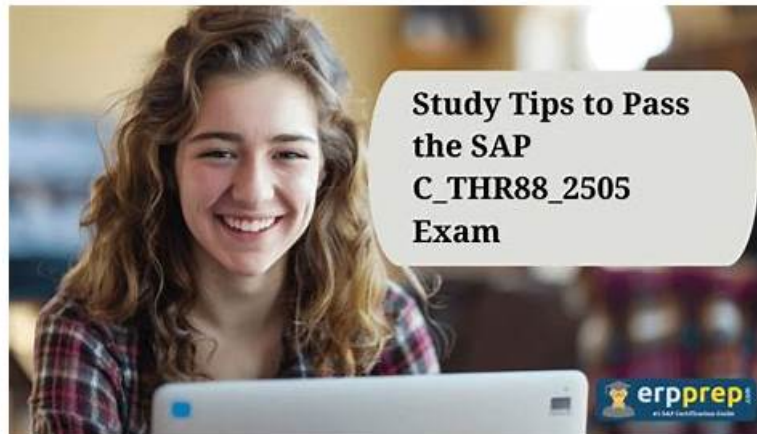


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q40-Q45):

NEW QUESTION # 40

Which of the following Automatic Process Modules (APMs) can generate notifications to users about upcoming responsibilities?
Note: There are 3 correct answers to this question.

- A. Class Request Demand Met Email Notification APM
- **B. Learning Plan Email Notification APM**
- C. Reset Online Item Progress APM
- **D. Upcoming Class Reminder Email Notification APM**
- **E. Learning Expiration Email Notification APM**

Answer: B,D,E

NEW QUESTION # 41

What types of questions can you add when creating a course evaluation survey?

Note: There are 2 correct answers to this question.

- A. One Choice - user chooses one correct answer from a list
- B. Fill-in-the-blank - enter the required word or phrase into the box
- C. Rating Scale - user chooses a rating from a rating scale
- D. Ordering - drag and drop answers in the correct order

Answer: A,C

NEW QUESTION # 42

When are Assignment Profiles necessary and recommended?

- A. When the system is unable to handle manual updates of user attributes.
- B. When attributes are necessary to target specific user populations for learning.
- C. When the system is being set up for the first time, regardless of user attributes.
- D. When user attributes such as location or security domain are irrelevant.

Answer: B

Explanation:

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

* Understanding Assignment Profiles:

* Assignment Profiles in SAP SuccessFactors Learning are used to automatically assign learning content (e.g., items, curricula, programs) to specific user populations based on defined attributes, such as job code, location, or department.

* Necessity and Recommendation of Assignment Profiles:

* Assignment Profiles are necessary when specific user attributes are used to target learning assignments, ensuring that the right training is assigned to the right users without manual intervention.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Assignment Profiles):

"Assignment Profiles enable administrators to automatically assign learning content to users based on specific user attributes, such as job code, location, or organizational unit. They are recommended when targeting learning to specific user populations to streamline assignment processes and ensure compliance."

* This confirms that Assignment Profiles are critical when attributes are used to target users, as in option B.

* How Assignment Profiles Work:

* Administrators define rules in the Assignment Profile using attributes (e.g., job code = "HR01") to identify the target population.

The system then assigns the specified learning content to users matching those attributes.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Assignment Profiles):

"To create an Assignment Profile, navigate to System Administration > Automatic Processes > Assignment Profiles. Define the target population using user attributes, select the learning content (e.g., items, curricula), and schedule the profile to run automatically."

* Why Other Options are Incorrect:

* Option A (System setup for the first time): Assignment Profiles are not mandatory during initial system setup; they are used for targeted assignments, not general configuration.

"During initial system setup, administrators configure global settings, security domains, and user data imports, not necessarily Assignment Profiles" (SAP SuccessFactors Learning Admin Guide).

* Option C (Attributes irrelevant): If user attributes are irrelevant, manual assignments or other methods are used instead of Assignment Profiles.

"Manual assignments are suitable when user attributes do not determine learning needs" (SAP SuccessFactors Learning Admin Guide).

* Option D (System unable to handle manual updates): The system supports manual updates, and Assignment Profiles are not a workaround for system limitations.

"Manual updates to user attributes are supported through user management tools or connectors" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Assignment Profiles are necessary and recommended when attributes are used to target specific user populations for learning, as described in option B. They automate and streamline the assignment process based on user attributes.

NEW QUESTION # 43

What is the maximum number of steps that may be created for an Approval Process?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

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

* Understanding Approval Processes:

* Approval Processes in SAP SuccessFactors Learning define workflows for approving actions, such as course registrations or learning requests. Each process consists of steps (e.g., manager approval, HR approval).

* Maximum Number of Steps:

* The system allows a maximum of 5 steps in an Approval Process to balance flexibility and system performance.

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

"An Approval Process in SAP SuccessFactors Learning can include up to 5 steps, allowing administrators to configure multi-level approval workflows for actions like registration or external learning requests."

* This confirms option C, as the maximum number of steps is 5.

* Configuring Approval Processes:

* Administrators define steps in the Approval Process under System Administration > Configuration > Approval Processes, specifying approvers (e.g., manager, HR) for each step.

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

"To configure an Approval Process, navigate to System Administration > Configuration > Approval Processes. Add up to 5 steps, assigning approvers and conditions for each step."

* Why Other Options are Incorrect:

* Option A (3), B (4), D (6): The system explicitly limits Approval Processes to 5 steps, making these options incorrect.

"The maximum number of steps in an Approval Process is 5; configurations exceeding this limit are not supported" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The maximum number of steps that can be created for an Approval Process is 5, as specified in option C.

NEW QUESTION # 44

Where can you establish period-based settings for items within the SAP SuccessFactors Learning Management System?

- A. On the Curriculum Libraries tab
- B. On the Curriculum Details tab
- C. On the Curriculum Content tab
- D. On the Item Details tab

Answer: C

Explanation:

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

* Understanding Period-Based Settings:

* Period-based settings in SAP SuccessFactors Learning define due dates and recurrence for items within a curriculum, such as initial due dates or retraining intervals.

* Location of Settings (C):

* These settings are configured on the Curriculum Content tab, where items are added and their period-based properties are defined.

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

"Period-based settings for items, such as initial due dates and retraining intervals, are configured on the Curriculum Content tab.

Navigate to Learning Activities > Curricula > [Curriculum] > Content tab to set these properties."

* This confirms option C, as the Curriculum Content tab is the correct location.

* How Settings are Configured:

* On the Content tab, administrators add items to the curriculum and specify settings like Basis Date, Initial Basis, and Retraining Basis.

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

"In the Curriculum Content tab, select an item and configure period-based settings, including due dates (e.g., 45 days after assignment) and recurrence (e.g., annual retraining)."

* Why Other Options are Incorrect:

* Option A (Curriculum Libraries tab):Libraries organize content, not configure item settings.

"The Libraries tab manages content visibility, not item-specific period settings" (SAP SuccessFactors Learning Admin Guide).

* Option B (Curriculum Details tab):The Details tab manages general curriculum properties, not item settings.

"The Details tab configures curriculum metadata, not item-level period settings" (SAP SuccessFactors Learning Admin Guide).

* Option D (Item Details tab):Item settings are managed within the curriculum, not the item itself.

"Item Details tab configures standalone item properties, not curriculum-specific period settings" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Period-based settings for items are established on the Curriculum Content tab, as specified in option C.

NEW QUESTION # 45

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