

Certification SAP C_THR88_2505 Exam Dumps | Pdf C_THR88_2505 Files

CSC108H5 – Fall 2025: Mock Exam (Practice Version)

University of Toronto Mississauga

Time Limit: 110 minutes

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Instructions for Students:

- This practice test is designed to reflect the structure, difficulty, and topics of the CSC108H5 mock exam, but with entirely new questions.
- You may use it to test your understanding of functions, loops, conditionals, strings, lists, Boolean logic, and file operations.
- Treat this as a closed-book exercise. Use only the reference sheet attached.
- Clearly indicate your final answers where applicable.
- No bonus or reflection section is included.

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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Configuring Item Relationships and Advanced Administrator Features: This section of the exam measures skills of HRIS Implementation Consultants and covers advanced configuration techniques, including setting up item prerequisites and equivalencies. It also explores key administrative tools that enhance the flexibility and control of learning operations.

Topic 2	<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.
Topic 3	<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 4	<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 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q20-Q25):

NEW QUESTION # 20

What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

- A. HTML
- B. xAPI
- C. Browser
- D. OAI
- E. SCORM

Answer: A,C,E

Explanation:

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

* Understanding Communication Protocols and Launch Methods:

* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.

* Supported Protocols and Methods:

* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.

"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).

* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.

"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).

* Browser (E):The browser is the primary launch method for accessing online content in the system.

"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).

* Why Other Options are Incorrect:

* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP SuccessFactors Learning configurations compared to SCORM and AICC.

"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP SuccessFactors Learning Admin Guide).

* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning.

"OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION # 21

Which communication standards would you use to implement an acknowledgement statement that confirms learners have understood specific sections of online content?

- A. Browser
- B. Document Type
- C. AICC Wrapper
- **D. SCORM**

Answer: D

Explanation:

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

* Understanding Acknowledgement Statements:

* Acknowledgement statements confirm that learners have understood specific sections of online content. In SAP SuccessFactors Learning, these are typically implemented using e-learning standards that support tracking user interactions.

* Role of SCORM:

* SCORM (Sharable Content Object Reference Model) is the primary standard used to track learner interactions, including acknowledgements, in SAP SuccessFactors Learning.

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

"SCORM (1.2 and 2004) is used to implement and track interactive content, including acknowledgement statements, in SAP SuccessFactors Learning. SCORM content can record learner interactions, such as confirming understanding of specific sections, and report them to the LMS."

* This confirms option A, as SCORM supports the tracking required for acknowledgement statements.

* How SCORM Implements Acknowledgements:

* SCORM content can include interactive elements (e.g., buttons or checkboxes) that learners must complete to acknowledge understanding, with completion data sent to the LMS.

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

"SCORM content can be configured to require learners to acknowledge specific sections, such as through interactive prompts, with completion status recorded in the learner's history."

* Why Other Options are Incorrect:

* Option B (AICC Wrapper):AICC is an older standard and less commonly used for interactive acknowledgements compared to SCORM.

"AICC supports basic content tracking but is less flexible than SCORM for interactive elements like acknowledgements" (SAP SuccessFactors Learning Admin Guide).

* Option C (Browser):The browser is a delivery mechanism, not a standard for tracking acknowledgements.

"Browsers deliver content but do not provide tracking mechanisms for acknowledgements" (SAP SuccessFactors Learning Admin

Guide).

- * Option D (Document Type): Document Type refers to file formats, not a communication standard.
- "Document Type defines file formats, not tracking standards for learning content" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * SCORM is the communication standard used to implement acknowledgement statements, as specified in option A.

NEW QUESTION # 22

Which of the following may have an approval process attached to it? Note: There are 3 correct answers to this question.

- A. Self-Registering into Scheduled Offering
- B. Withdrawing from a Scheduled Offering
- C. Launching an Online Item
- D. Recommending an item to a peer
- E. Self-Assigning a Curriculum from the catalog

Answer: A,B,D

NEW QUESTION # 23

Your customer has two users who both work in the same support department and have access to the same Learning catalog. What Success Factors Learning function is available to non-hierarchically related users to suggest training to another individual? Please choose the correct answer.

- A. Assign to me
- B. Request Schedule
- C. Recommend
- D. User Needs Management

Answer: C

NEW QUESTION # 24

A user has completed a course and submitted the required paperwork to the HR department in PDF format.

How does a Learning Administrator upload the attachment in SuccessFactors Learning so that it is associated with the completed course?

- A. Access the System Admin menu and upload the attachment using the Attachments Utilization tool
- B. Access the content menu and upload the attachment using the Documents tab
- C. Access the Users menu and upload the attachment using the Learning Event Editor
- D. Access the Item record and upload the attachment using the Documents tab

Answer: C

NEW QUESTION # 25

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