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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q55-Q60):

### NEW QUESTION # 55

Your customer wants to use the same certificate of completion for all new items and programs. Where should the certificate be selected in order to satisfy this requirement? Note: There are 2 correct answers to this question.

- A. Default Certificate Template for Programs
- B. Program record: Certificate Template
- C. Item record: Certificate Template
- D. Default Certificate Template for Items

**Answer: A,D**

#### NEW QUESTION # 56

As a manager, what actions are available to you from the Team View? Note: There are 3 correct answers to this question.

- A. Create assignment profiles.
- B. Manage assignments.
- C. Add to Learning History.
- D. Assign alternate Managers.
- E. Group direct reports into cohorts.

**Answer: B,C,D**

Explanation:

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

\* Understanding Team View Dashboard:

\* The Team View dashboard allows managers to perform actions related to their direct reports' learning activities.

\* Available Actions:

\* Add to Learning History (C):Managers can add completion records.

"Managers can add learning history records for their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

\* Assign Alternate Managers (D):Managers can delegate responsibilities.

"The Team View dashboard allows managers to assign alternate managers for their direct reports' learning tasks" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

\* Manage Assignments (E):Managers can assign or modify learning.

"Managers can manage learning assignments for their team through the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

\* How to Access Team View:

\* Managers access the Team View dashboard from their Home Page to perform these actions.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Dashboard):

"From the Team View dashboard on the manager's Home Page, available actions include adding to learning history, assigning alternate managers, and managing assignments for direct reports."

\* Why Other Options are Incorrect:

\* Option A (Group into cohorts):Cohorts are not managed in Team View.

"Cohort grouping is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Create assignment profiles):Assignment Profiles are admin-only.

"Assignment Profiles are created in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Managers can add to learning history, assign alternate managers, and manage assignments from Team View, as specified in options C, D, and E.

#### NEW QUESTION # 57

As an Administrator designing a multiple-choice quiz, you have the randomization feature for answer choices enabled by default. In which scenarios should you ensure that the Randomize Answers slider is turned off?

Note: There are 2 correct answers to this question.

- A. When using answer choices such as "All of the above," and you want it to appear as the last answer consistently.
- B. When you believe the first answer choice is always correct.
- C. When you want the answer choices to be listed alphabetically.
- D. When you want to ensure the answers appear in the specific order you entered them.

**Answer: A,D**

Explanation:

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

- \* Understanding Randomization in Quizzes:

- \* By default, SAP SuccessFactors Learning randomizes answer choices in multiple-choice quizzes to prevent memorization, but this can be disabled for specific scenarios.

- \* Scenarios for Disabling Randomization:

- \* All of the Above as Last Answer (C):Ensures "All of the above" remains the last option.

"Disable the Randomize Answers slider when using options like 'All of the above' to ensure it consistently appears as the last answer choice" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

- \* Specific Order (D):Maintains the order in which answers were entered.

"Turn off the Randomize Answers slider to ensure answer choices appear in the exact order entered by the administrator" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

- \* How to Configure:

- \* In Learning Activities > Quizzes > [Quiz] > Questions, disable the Randomize Answers slider for specific questions.

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

"To control answer order, go to Learning Activities > Quizzes > [Quiz] > Questions, select a question, and disable the Randomize Answers slider when 'All of the above' must be last or answers must follow a specific order."

- \* Why Other Options are Incorrect:

- \* Option A (First answer always correct):This is not a valid reason to disable randomization.

"Randomization is unrelated to answer correctness; it controls display order" (SAP SuccessFactors Learning Admin Guide).

- \* Option B (Alphabetical order):Randomization does not produce alphabetical order.

"Alphabetical ordering requires manual arrangement, not disabling randomization" (SAP SuccessFactors Learning Admin Guide).

- \* Conclusion:

- \* Disable the Randomize Answers slider when "All of the above" must be last or answers need specific order, as specified in options C and D.

## NEW QUESTION # 58

Your customer wants SuccessFactors Learning to have Program functionality enabled to support a new hire training process. What must you do to enable access to the Program functionality?

- **A. Add Program workflows to the admin roles**
- B. Set domain restrictions for the Program
- C. Create admin accounts for the employees
- D. Set the enableBetaProgramsFeature LMS\_ADMIN property to true

**Answer: A**

## NEW QUESTION # 59

Which of the following functionalities are supported by Programs?

- **A. Self-paced learning**
- B. Prerequisites
- C. Approvals associated to items
- D. Tracking of retraining

**Answer: A**

Explanation:

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

- \* Understanding Programs:

- \* Programs in SAP SuccessFactors Learning are collections of learning content, such as items or curricula, designed to create structured learning paths.

- \* Supported Functionality (A):

- \* Programs support self-paced learning, allowing users to complete content at their own pace.

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

"Programs support self-paced learning, enabling users to complete assigned items, such as online courses or assessments, at their own pace without fixed schedules."

- \* This confirms option A, as self-paced learning is a core feature of programs.

- \* How Programs are Configured:

- \* Administrators create programs and add self-paced items, which users access via their learning plan.

- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Configuration):  
"To configure a program for self-paced learning, add online items or assessments to the program in Learning Activities > Programs > [Program] > Content tab. Users complete these at their discretion."
- \* Why Other Options are Incorrect:
- \* Option B (Approvals): Approvals are managed at the item or class level, not programs.  
"Approval processes are configured for items or classes, not programs" (SAP SuccessFactors Learning Admin Guide).
- \* Option C (Tracking retraining): Retraining is managed by curricula, not programs.  
"Retraining schedules are set in curricula, not programs" (SAP SuccessFactors Learning Admin Guide).
- \* Option D (Prerequisites): Prerequisites are item-level, not program-level.  
"Prerequisites are defined for individual items, not programs" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* Programs support self-paced learning, as specified in option A.

## NEW QUESTION # 60

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