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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q13-Q18):

NEW QUESTION # 13

You have User Data in SAP SuccessFactors HCM that you would like to populate into a custom column in SAP SuccessFactors Learning. Which configuration file should you update?

- A. LMS ADMIN
- **B. CONNECTORS**
- C. ENTITYJMPORT
- D. CONTENT IMPORT

Answer: B

NEW QUESTION # 14

In which section of the LMS System Administration can Administrators enable or disable the peer recommendation functionality for users?

- A. System admin a Configuration a User-Created Accounts
- B. System admin a Configuration a Global variables
- **C. System admin a Security (rollen)**
- D. System admin a Configuration a User Settings

Answer: C

NEW QUESTION # 15

Why would you edit the SEARCH properties file in System Configuration instead of the individual search selectors? Note: There are 3 correct answers to this question.

□

- A. To set the default search operator to Starts with instead of Contains
- B. To permit users to search for Jam groups
- C. To display all rows for the search results
- D. To set the number of rows per page for the search results
- E. To enable dropdowns instead of searches

Answer: A,C,D

NEW QUESTION # 16

When are Assignment Profiles necessary and recommended?

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

Answer: A

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 # 17

What do you configure to enable and disable vCalendar attachments for enrollment notifications?

- A. The registration settings
- B. The LMS ADMIN properties file

- C. The notification template
- D. The Mail tab of Global Application Settings

Answer: D

NEW QUESTION # 18

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