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## SAP C_THR88_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 | • 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 | • 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 5 | • 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. |

# New C_THR88_2505 Dumps Sheet, C_THR88_2505 Exam Discount Voucher

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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q43-Q48):

**NEW QUESTION # 43**
Which of the following describes the process of creating a new library in the SAP SuccessFactors Learning Management System?

- A. From the Learning Activities menu, select Libraries and click Add New, give it a name, and add the content.
- B. Go to the Entity's Libraries tab, click New Library, give it a name, and add the content.
- C. From the Entity's Content tab, click Libraries, select Add New, give it a name, and add the content.
- D. Go to the Catalogs menu, select Add New, give it a name, and add the content.

**Answer: A**

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Libraries in SAP SuccessFactors Learning:
* Libraries in SAP SuccessFactors Learning are collections of learning content (e.g., items, programs) that users can browse and self-assign. Creating a new library involves adding a named container and populating it with content.
* Process to Create a New Library:
* The correct process involves navigating to the Learning Activities menu, selecting Libraries, and adding a new library.
* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Library Management):
"To create a new library, go to Learning Activities > Libraries. Click 'Add New' to create a library, provide a name, and add content such as items, programs, or curricula. Save the library to make it available to users."
* This confirms that option B accurately describes the process.
* Why Other Options are Incorrect:
* Option A (Catalogs menu):The Catalogs menu is used for managing catalogs, not libraries.
"Catalogs are used to organize learning content for specific audiences, not for creating libraries" (SAP SuccessFactors Learning Admin Guide).
* Option C (Entity's Libraries tab):There is no specific "Entity's Libraries tab" in the standard interface for creating libraries.
* Option D (Entity's Content tab):The Content tab is used for managing content within an item or program, not for creating libraries.
* Conclusion:
* The correct process for creating a new library is to navigate to Learning Activities > Libraries, click Add New, name the library, and add content, as described in option B.

**NEW QUESTION # 44**

Your customer wants to enable employees to create their own accounts in SuccessFactors Learning. Where do administrators define the settings for the mandatory and optional fields display to the employee?

- A. In System Configuration/LMS_ADMIN
- B. In Record Configuration
- C. In Search Selectors
- D. In User-Created Account

**Answer: B**

## NEW QUESTION # 45
For which of these content object launch method should you always select the "Mark this object complete when launched" checkbox? (2)

- A. SCORM 1.2
- B. AICC
- C. Browser of document type
- D. Document type

**Answer: A,D**

## NEW QUESTION # 46
What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Basis Date
- B. Initial Period
- C. Threshold
- D. Initial Basis
- E. Retraining Basis

**Answer: A,D,E**

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Period-Based Settings for Curriculum Items:
* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.
* Basis Date (A):
* The Basis Date determines the reference date used to calculate due dates for training requirements.
* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):
"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."
* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.
* Retraining Basis (B):
* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.
* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):
"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."
* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.
* Initial Basis (D):
* The Initial Basis defines the starting point for the initial assignment of the training requirement.
* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):
"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."
* This setting ensures the 45-day initial due date is calculated correctly.
* Why Threshold (C) and Initial Period (E) are Incorrect:

* Threshold (C):Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.
"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).
* Initial Period (E):Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.
* Conclusion:
* The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

## NEW QUESTION # 47

What activities can a Manager perform from the Team View dashboard in SAP SuccessFactors Learning?
Note: There are 3 correct answers to this question.

- A. Change the rules of an Assignment Profile.
- B. View the learning progress of their direct reports.
- C. Add an item to learning history.
- D. Associate learning with a job code.
- E. Assign learning activities to their direct reports.

**Answer: B,C,E**

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Team View Dashboard:
* The Team View dashboard in SAP SuccessFactors Learning allows managers to manage and monitor their direct reports' learning activities.
* Manager Actions:
* Assign Learning Activities (A):Managers can assign learning to their team.
"Managers can assign learning activities, such as items or programs, to their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
* View Learning Progress (B):Managers can track completion status.
"The Team View dashboard allows managers to view the learning progress of their direct reports, including completion status and due dates" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
* Add to Learning History (E):Managers can record completions.
"Managers can add items to their direct reports' learning history through the Team View dashboard to record completed training" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
* How Managers Use Team View:
* Access the dashboard from the Home Page to perform these actions.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Dashboard):
"From the Team View dashboard, managers can assign learning activities, view progress, and add items to the learning history of their direct reports, accessible via the Home Page."
* Why Other Options are Incorrect:
* Option C (Associate with job code):Job code associations are admin tasks.
"Associating learning with job codes is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).
* Option D (Change Assignment Profile rules):Assignment Profiles are admin-only.
"Assignment Profile rules are managed in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Managers can assign learning, view progress, and add to learning history from Team View, as specified in options A, B, and E.

## NEW QUESTION # 48

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