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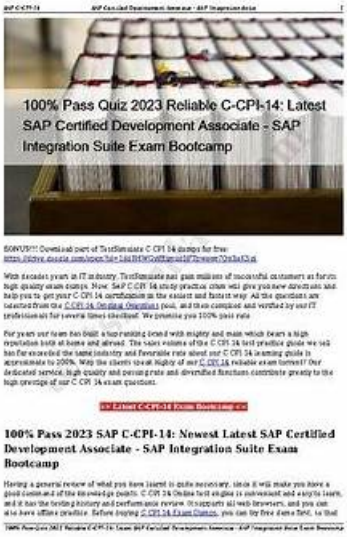

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SAP C_THR88_2505 Exam Syllabus Topics:

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	• 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	• 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 4	• Creating Email Notifications, Certifications, and Approval Processes: This section of the exam measures skills of SAP Learning Administrators and covers the setup of automated communication workflows, certification tracking, and required approval chains. It ensures that learning processes are supported by timely notifications and regulatory documentation.
Topic 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q18-Q23):

NEW QUESTION # 18
What should be considered when associating a pre exam or post exam with a learning item?

- A. The exam-type Assessment object must first be associated with the item as content before it can be selected as a Pre-Test or Post-Test
- B. The exam is delivered to users via e-mail so only participants with a valid e-mail can participate
- C. The exam results are shown in the Learning Evaluation Report from only the post exam
- D. The exam-type Assessment object can be attached to the item once and used as both the Pre-Test and the Post-Test

Answer: C

NEW QUESTION # 19
What character encoding does SAP SuccessFactors support for the user connector?

- A. ANSI
- B. USC-2
- C. UTF-8
- D. ASCII

Answer: C

NEW QUESTION # 20
Which of the following describes the characteristics of a Quiz Assessment? Note: There are 2 correct answers to this question.

- A. Quizzes CANNOT be timed.
- B. Quiz questions exist only in the specific quiz for which they are created.
- C. Quiz questions can be added to the question library.
- D. Quiz questions can be linked to objectives.

Answer: B,D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Quiz Assessments:
* Quiz assessments in SAP SuccessFactors Learning are used to test learner knowledge, with specific characteristics governing question management and functionality.
* Characteristics of Quiz Assessments:
* Questions Specific to Quiz (A):Quiz questions are created for a specific quiz and are not stored in the Question Library unless explicitly added.
"Quiz questions are created within the specific quiz and exist only for that quiz unless manually added to the Question Library" (SAP SuccessFactors Learning Admin Guide, Quiz Management).
* Linked to Objectives (C):Questions can be associated with learning objectives for competency tracking.
"Quiz questions can be linked to learning objectives to align assessments with specific competencies or goals" (SAP SuccessFactors Learning Admin Guide, Quiz Management).
* How Quizzes are Configured:
* In Learning Activities > Quizzes, administrators create questions within the quiz and link them to objectives if needed.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Quiz Configuration):
"To create a quiz, go to Learning Activities > Quizzes, add questions specific to the quiz, and optionally link them to objectives in the question settings to track competencies."
* Why Other Options are Incorrect:
* Option B (Quizzes cannot be timed):Quizzes can be timed, unlike exams.
"Quizzes can be configured with time limits in the quiz settings" (SAP SuccessFactors Learning Admin Guide).
* Option D (Added to Question Library):Questions are not automatically added to the Question Library.
"Quiz questions must be manually added to the Question Library; they are not stored there by default" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Quiz assessments are characterized by questions existing only in the specific quiz and being linkable to objectives, as specified in options A and C.

NEW QUESTION # 21
A customer created a scheduled type program and added an Instructor Led Item. They want to add just the item to the program and have the users select which classes they will take. However, when they tried to save the program, they got the following message: What would you advise them to do to get their desired outcome?

- A. Create a class for the item and add the class to the program.
- B. Create a Curriculum Requirement and add it to the program.
- C. Create a cohort and add the users and classes to the cohort.

- D. Create an open-ended or duration type program and add the item.

Answer: A

NEW QUESTION # 22
Your customer has a group of administrators that assist with all aspects of managing scheduled offerings.
Different administrators have different responsibilities for defining offerings, removing offerings and answering internal questions on the offering schedule. What needs to be configured to enable these functions?

- A. Apply security domain groups for classes to the administrator roles.
- B. Use options listed on the Actions tab for classes to assign permissions to the administrator roles.
- C. Assign permissions to the administrator roles to add, delete, and view classes, as appropriate.
- D. Identify quick links for the class wizard for the administrator roles.

Answer: C

NEW QUESTION # 23
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