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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 4	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q50-Q55):

NEW QUESTION # 50

In which sections of the New Home Learning Experience will the user see administrator or system-assigned learning? Note: There are 2 correct answers to this question.

- A. Under the Invest in Myself Section
- B. Under the Required Learning Section
- C. Under the Important Learning Section
- D. Under the Recommended Section

Answer: B,C

Explanation:

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

* Understanding the New Home Learning Experience:

* The New Home Learning Experience in SAP SuccessFactors Learning organizes content on the user's Home Page, including sections for assigned learning.

* Sections for Assigned Learning:

* Important Learning Section (C):Displays priority or administrator-assigned learning.

"The Important Learning Section on the Home Page displays administrator-assigned or system-assigned learning with high priority" (SAP SuccessFactors Learning User Guide, Home Page).

* Required Learning Section (D):Shows mandatory learning assignments.

"The Required Learning Section displays mandatory learning assignments, such as curricula or items, assigned by administrators or the system" (SAP SuccessFactors Learning User Guide, Home Page).

* How Content is Displayed:

* Administrator or system-assigned learning appears in these sections to ensure visibility.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):

"In the New Home Learning Experience, administrator- or system-assigned learning appears in the Important Learning Section for priority content and the Required Learning Section for mandatory assignments, ensuring users see critical training."

* Why Other Options are Incorrect:

* Option A (Recommended Section):This is for suggested, not assigned, content.

"The Recommended Section displays suggested content, not administrator-assigned learning" (SAP SuccessFactors Learning User Guide).

* Option B (Invest in Myself Section):This is for optional, user-selected content.

"The Invest in Myself Section shows optional content users can self-assign, not mandatory assignments" (SAP SuccessFactors

Learning User Guide).

* Conclusion:

* Users see administrator or system-assigned learning in the Important Learning and Required Learning sections, as specified in options C and D.

NEW QUESTION # 51

What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

- A. It allows Administrators to control user access to certain parts of the course content.
- B. It simplifies the process of grading by automatically assigning scores based on the number of linked objectives.
- **C. It enables the creation of adaptive assessments in the Assessment builder to tailor exams based on user performance.**
- D. It restricts users to a predefined learning path, reducing the flexibility of the course.

Answer: C

Explanation:

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

* Understanding Learning Objectives:

* Linking learning objectives to content items, attributes, and exams allows for structured assessment and tracking of learner proficiency.

* Advantage of Linking Objectives (A):

* Linking enables adaptive assessments that adjust based on user performance, enhancing personalized learning.

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

"Linking learning objectives to content items, attributes, and exams enables the Assessment builder to create adaptive assessments that tailor questions based on user performance, improving learning outcomes."

* This confirms option A, as adaptive assessments are a key benefit.

* How Adaptive Assessments Work:

* In the Assessment builder, objectives are linked to questions, allowing the system to adjust question difficulty or selection based on responses.

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

"The Assessment builder uses linked objectives to create adaptive assessments, dynamically selecting questions based on the learner's performance to align with defined objectives."

* Why Other Options are Incorrect:

* Option B (Automatic grading): Grading is based on question settings, not objective linking.

"Grading is configured per question, not directly tied to objective linking" (SAP SuccessFactors Learning Admin Guide).

* Option C (Restricts learning path): Objective linking enhances flexibility, not restricts it.

"Linking objectives supports flexible, adaptive learning, not restrictive paths" (SAP SuccessFactors Learning Admin Guide).

* Option D (Control access): Access control is managed by permissions, not objectives.

"User access is controlled by role-based permissions, not objective linking" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Linking objectives enables adaptive assessments in the Assessment builder, as specified in option A.

NEW QUESTION # 52

What type of questions can you add when creating an item evaluation survey? Note: There are 2 correct answers to this question.

- A. Matching - user chooses a matching value or answer from opposing values
- B. Hot Spot - user chooses a particular area of an image
- **C. Rating Scale - user chooses a rating scale**
- **D. One Choice - user chooses one correct answer from a list**

Answer: C,D

NEW QUESTION # 53

To proceed to the Advanced Safety Course, a learner must first complete either the Basic Safety Course or the Safety Essential Course. Which of the following actions must the Administrator take to configure this relationship? Note: There are 2 correct answers to this question.

- A. Create multiple groups of prerequisites.
- B. Use the AND relationship logic.
- C. Use the OR relationship logic.
- D. Create a single group of prerequisites.

Answer: C,D

Explanation:

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

- * Understanding Prerequisite Relationships:
- * Prerequisites in SAP SuccessFactors Learning ensure users complete required courses before enrolling in others, with logic to define relationships (e.g., OR for alternatives).
- * Configuring Prerequisites for Advanced Safety Course:
- * Single Group of Prerequisites (A): Group the Basic Safety Course and Safety Essential Course in one prerequisite group.
"To require one of multiple courses as a prerequisite, create a single group of prerequisites in the item's Prerequisites tab" (SAP SuccessFactors Learning Admin Guide, Item Management).
- * OR Relationship Logic (B): Use OR logic to allow either course to satisfy the requirement.
"Use OR relationship logic in the Prerequisites tab to allow completion of any one course in a group to satisfy the prerequisite requirement" (SAP SuccessFactors Learning Admin Guide, Item Management).
- * How to Configure:
- * In Learning Activities > Items > [Advanced Safety Course] > Prerequisites tab, create a group with both courses and set OR logic.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Prerequisite Configuration):
"To configure prerequisites, go to Learning Activities > Items > [Item] > Prerequisites tab, create a single group with multiple courses, and set OR logic to allow completion of any one course to meet the requirement."
- * Why Other Options are Incorrect:
- * Option C (AND logic): AND requires both courses, not either.
"AND logic requires all courses in a group to be completed, not suitable for alternatives" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Multiple groups): Multiple groups complicate the logic unnecessarily.
"Multiple prerequisite groups are used for complex requirements, not single alternatives" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The Administrator should create a single group of prerequisites with OR logic, as specified in options A and B.

NEW QUESTION # 54

Which sections are accessible to users from their Home Page in SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. Latest Bookmarks
- B. Required Learning
- C. Manage User Learning
- D. System Administration
- E. Invest in Myself

Answer: A,B,E

Explanation:

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

- * Understanding the Home Page:
- * The Home Page in SAP SuccessFactors Learning displays sections where users can view assigned and optional learning content.
- * Accessible Sections:
- * Required Learning (A): Displays mandatory assigned learning.
"The Required Learning section on the Home Page shows all mandatory learning assignments, such as curricula or items, assigned to the user" (SAP SuccessFactors Learning User Guide).
- * Invest in Myself (B): Shows optional learning users can self-assign.
"The Invest in Myself section allows users to browse and self-assign optional learning content from libraries" (SAP SuccessFactors Learning User Guide).
- * Latest Bookmarks (D): Displays bookmarked learning content.
"The Latest Bookmarks section on the Home Page displays learning content that the user has bookmarked for quick access" (SAP

* Users can access Required Learning, Invest in Myself, and Latest Bookmarks from their Home Page, as specified in options A, B, and D.

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