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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	• 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	• 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 5	• 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.
Topic 6	• 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 7	• 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.

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C-THR88-2505 VCE Dumps - New C-THR88-2505 Study Notes

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q20-Q25):

NEW QUESTION # 20
A customer wants only users in Australia to be able to self-register for a specific class. What must be set up to meet this requirement? Note: There are 2 correct answers to this question.

- A. The Australia library is pushed to users using an assignment profile.
- B. The item and the class are in the Australia library.

- C. The item and the class are in the Australia security domain.
- D. The Australia library is in the Australia security domain.

Answer: B,C

NEW QUESTION # 21
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. Initial Period
- B. Basis Date
- C. Threshold
- D. Retraining Basis
- E. Initial Basis

Answer: B,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 # 22
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. Group direct reports into cohorts.
- C. Manage assignments.

- D. Add to Learning History.
- E. Assign alternate Managers.

Answer: C,D,E

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 # 23
A learner, who had previously registered for a class, has notified the Administrator of their inability to attend the upcoming session. They have, however, expressed interest in attending a future offering of the same class.
What is the appropriate action for the Administrator to take? Note: There are 2 correct answers to this question.

- A. Edit the learner's registration for the class they were enrolled in and change their status to Cancelled.
- B. Remove the learner's registration for the session and enroll them in a future offering.
- C. Reschedule the entire class session to accommodate the learner.
- D. Register the learner in a future available session.

Answer: A,D

Explanation:
* Understanding Learner Registration Changes:
* When a learner cannot attend a class but wants a future session, the administrator must cancel the current registration and enroll them in a new session.
* Appropriate Actions:
* Cancel Registration (A):Change the learner's status to Cancelled for the current class.
"To cancel a learner's registration, go to Learning Activities > Classes > [Class] > Users, select the learner, and change their status to Cancelled" (SAP SuccessFactors Learning Admin Guide, Class Management).
* Register in Future Session (C):Enroll the learner in a future class.
"To register a learner for a future session, navigate to Learning Activities > Classes, select the future class, and add the learner via the Users tab" (SAP SuccessFactors Learning Admin Guide, Class Management).
* How to Perform:
* Use the class management interface to cancel the current registration and enroll in a future session.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Registration Management):
"To manage a learner's inability to attend a class, cancel their registration by setting their status to Cancelled in the class's Users tab,

then register them in a future session by adding them to the desired class."
* Why Other Options are Incorrect:
* Option B (Remove and enroll):Removing is not a standard term; cancellation is correct.
"The system uses 'Cancelled' status, not 'Remove,' for registration changes" (SAP SuccessFactors Learning Admin Guide).
* Option D (Reschedule entire class):Rescheduling the class is impractical for one learner.
"Rescheduling an entire class is not feasible for individual learner conflicts" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The Administrator should cancel the learner's current registration and register them in a future session, as specified in options A and C.

NEW QUESTION # 24

A customer wants to turn off peer recommendations for users, but still permit administrator recommendations.
Where can this be done?

- A. System Administration Security
- B. System Administration Application Administration User Settings
- C. System Administration Application Administration User-Created Account
- D. System Administration Configuration Global Administration Settings

Answer: A

NEW QUESTION # 25

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