

# Valid Dumps C\_THR88\_2505 Ebook & C\_THR88\_2505 Valid Test Registration



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## SAP C\_THR88\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Evaluating Training:</b> 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.</li> </ul>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q78-Q83):

#### NEW QUESTION # 78

What happens if an item with a prerequisite is added to a program in an SAP SuccessFactors Learning Management System?

- **A. The prerequisite relationship is ignored, meaning that learners can enroll in the course without meeting the prerequisite requirements.**
- B. The prerequisite relationship is partially enforced, allowing some learners to enroll without meeting the prerequisite requirements.
- C. The system prompts learners to manually acknowledge the prerequisite requirements before enrolling in the course.
- D. The prerequisite relationship is enforced, and learners must meet the prerequisite requirements before enrolling in the course.

**Answer: A**

Explanation:

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

\* Understanding Prerequisites in Programs:

\* In SAP SuccessFactors Learning, prerequisites define courses or items that learners must complete before enrolling in another course. However, when an item with a prerequisite is added to a program, the system's behavior regarding prerequisite enforcement differs from standalone items.

\* Behavior of Prerequisites in Programs:

\* When an item with a prerequisite is added to a program, the prerequisite relationship is not enforced, allowing learners to enroll in the program's item without completing the prerequisite.

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

"When an item with a prerequisite is included in a program, the prerequisite relationship is ignored. Learners can enroll in the program and access the item without meeting the prerequisite requirements, as programs override individual item-level restrictions."

\* This confirms option C, as the system does not enforce prerequisites within a program structure.

\* How Programs Handle Learning Content:

\* Programs in SAP SuccessFactors Learning are designed to bundle multiple learning items or curricula into a single assignable entity. The system prioritizes the program's structure over individual item settings, such as prerequisites.

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

"Programs allow administrators to group items, curricula, or other content into a single learning path. Item-level settings, such as prerequisites, are not enforced within the program, enabling flexible enrollment for learners."

\* Why Other Options are Incorrect:

\* Option A (Partially enforced): Prerequisites are not partially enforced; they are completely ignored in programs.

"There is no partial enforcement of prerequisites in programs; the relationship is fully bypassed" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Fully enforced): Prerequisites are enforced for standalone items but not within programs.

"Prerequisite enforcement applies to individual items or curricula, not items within a program" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Manual acknowledgment): The system does not prompt learners to acknowledge prerequisites in programs.

"No manual acknowledgment is required for prerequisites in programs, as they are not enforced" (SAP SuccessFactors Learning

Admin Guide).

\* Conclusion:

\* When an item with a prerequisite is added to a program, the prerequisite relationship is ignored, allowing learners to enroll without meeting the requirements, as specified in option C.

#### NEW QUESTION # 79

Your customer wants certain personnel to be granted access to SuccessFactors Learning to support the management of training-related activities, such as creating scheduled offerings and running reports. What must you do to meet this requirement? Note: There are 3 correct answers to this question.

- A. Create administrator accounts for the personnel.
- B. Add security domain groups to the instructor entity.
- C. Create an administrator role for the personnel.
- D. Create a reporting role for the instructor entity.
- E. Add class and report permissions to the administrator role.

Answer: B,C,E

#### NEW QUESTION # 80

The SuccessFactors Learning system can allow supervisors to assign a user in the system to act as a supervisor for all of their subordinates. How would you enable this option for a supervisor? There are 2 correct answers to this question.

- A. Select Manage Alternate Supervisors for the acting supervisor in the user record.
- B. Select Allow Supervisors to Delegate Selected Permissions in the global variables.
- C. Select an alternate job code for the acting supervisor in the user record.
- D. Select Allow Supervisors to Delegate Predefined Permissions in the global variables.

Answer: B,D

#### NEW QUESTION # 81

A SuccessFactors Learning customer requires an approval process to be completed successfully whenever users record completion of an existing item for themselves where can this be configured? Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration

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