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SAP CERTIFICATION

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q12-Q17):

### NEW QUESTION # 12

One or more ways to ask a question that tests the same knowledge: Please choose the correct answer.

- A. Question Stem
- B. Distractor
- C. Objective
- **D. Variant**

**Answer: D**

### NEW QUESTION # 13

Where do you set the option to enable the input file archive?

- A. System Admin -> Configuration -> Record Configuration
- **B. System Admin -> Configuration -> Connector Settings**
- C. System Admin -> Configuration -> System Configuration -> LMS\_ADMIN
- D. System Admin -> Configuration -> Global Variables

**Answer: B**

### NEW QUESTION # 14

In the SAP SuccessFactors Learning Management System who should be allowed to create, edit, or delete references?

- **A. Super Administrators**
- B. Managers
- C. Users
- D. Human Resource Business Partners

**Answer: A**

Explanation:

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

\* Understanding Reference Management:

\* References in SAP SuccessFactors Learning are data fields used for mapping or linking entities, requiring high-level access to create, edit, or delete.

\* Super Administrator Role (C):

\* Super Administrators have the necessary permissions to manage references due to their system-wide access.

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

"Super Administrators have permissions to create, edit, or delete references in SAP SuccessFactors Learning, managed in System Administration > Configuration > References."

\* This confirms option C, as Super Administrators are authorized.

\* How References are Managed:

\* In System Administration > Configuration > References, Super Administrators modify reference data.

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

"To manage references, Super Administrators access System Administration > Configuration > References to create, edit, or delete reference fields used for system mappings."

\* Why Other Options are Incorrect:

\* Option A (HR Business Partners): HRBPs lack system-level permissions.

"HR Business Partners do not have permissions to manage references" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Users): Regular users cannot access reference management.

"Regular users lack access to System Administration for reference management" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Managers): Managers are limited to team-level actions.

"Managers are restricted to team management, not system reference configuration" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Super Administrators should be allowed to manage references, as specified in option C.

#### NEW QUESTION # 15

What reference value must already exist in SuccessFactors Learning to ensure that user records that contain this value will be accepted?

- A. Organization ID
- B. Job Code ID
- C. Hire Date
- **D. Country ID**

**Answer: D**

#### NEW QUESTION # 16

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. Add class and report permissions to the administrator role.**
- E. Create a reporting role for the instructor entity.

**Answer: B,C,D**

#### NEW QUESTION # 17

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