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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q58-Q63):

NEW QUESTION # 58

What are the benefits of placing learning entities in a Library? Note: There are 3 correct answers to this question.

- A. Users may create new courses in the library.
- B. Users may browse for and self-assign learning.
- C. Users may be allowed to recommend courses to others.
- D. Users may be allowed to rate courses.
- E. Users may remove unwanted courses from the library.

Answer: B,C,D

Explanation:

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

* Understanding Libraries in SAP SuccessFactors Learning:

* Libraries organize learning content (e.g., items, programs) for user access, enabling browsing, self-assignment, and interaction.

* Benefits of Libraries:

* Browse and Self-Assign (A):Users can browse libraries and self-assign content.

"Libraries allow users to browse available learning content and self-assign items, programs, or curricula based on their permissions" (SAP SuccessFactors Learning Admin Guide, Library Management).

* Rate Courses (B):Users can rate courses to provide feedback.

"Users with appropriate permissions can rate courses in a library, providing feedback visible to other learners" (SAP SuccessFactors Learning Admin Guide, Library Management).

* Recommend Courses (C):Users can recommend courses to others.

"Libraries support user recommendations, allowing learners to suggest courses to peers or colleagues" (SAP SuccessFactors

Learning Admin Guide, Library Management).

* How Libraries Support These Features:

* Libraries are configured under Learning Activities > Libraries, with permissions set to enable browsing, ratings, and recommendations.

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

"To enable user interaction, configure library permissions in System Administration > Security to allow browsing, self-assignment, course ratings, and recommendations. Users access these features via the library interface or Home Page."

* Why Other Options are Incorrect:

* Option D (Remove courses):Users cannot remove courses from libraries; this is an admin function.

"Removing content from libraries is restricted to administrators" (SAP SuccessFactors Learning Admin Guide).

* Option E (Create courses):Users cannot create courses in libraries.

"Course creation is an administrative task, not a user library function" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The benefits of placing learning entities in a library include browsing and self-assignment, rating courses, and recommending courses, as specified in options A, B, and C.

NEW QUESTION # 59

What does the Record Learning - Multiple tool record? Note: There are 3 correct answers to this question.

- A. External learning events for more than one user
- B. Learning events for registered users in a scheduled offering
- C. Learning events for more than one user and for more than one item
- D. External learning events to match approved training plan requests
- E. Price and account codes for learning events

Answer: A,B,C

NEW QUESTION # 60

What is the maximum number of sections that can be added to a Program?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

NEW QUESTION # 61

Your customer needs SuccessFactors Learning to automatically assign curricula, programs, and items to groups of users, and to notify them upon assignment. Which of the following Automatic Process Modules (APMs) must be enabled?

Note: There are 2 correct answers to this question.

- A. Learning Plan Notification APM
- B. Item Scheduling Demand APM
- C. Learning Expiration Notification APM
- D. Assignment Profile Synchronization APM

Answer: A,D

NEW QUESTION # 62

Which security features should an Administrator configure to give users access to SAP SuccessFactors HCM Administrator Tools?

Note: There are 3 correct answers to this question.

- A. Permission Reports
- B. Permission Groups
- C. Role-Based Permissions

- D. Permission Roles
- E. References

Answer: B,C,D

Explanation:

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

* Understanding HCM Administrator Tools Access:

* Access to SAP SuccessFactors HCM Administrator Tools, including Learning, is controlled through security settings.

* Security Features:

* Role-Based Permissions (A): Define specific actions users can perform.

"Role-Based Permissions control access to HCM Administrator Tools, including Learning, by defining specific actions for roles" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Groups (C): Group users for permission assignment.

"Permission Groups organize users for assigning permissions to access HCM Administrator Tools" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Roles (D): Define the roles with specific permissions.

"Permission Roles, assigned to Permission Groups, grant access to HCM Administrator Tools like Learning" (SAP SuccessFactors Learning Admin Guide, Security Management).

* How to Configure:

* Configure these in System Administration > Security to grant access to administrators.

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

"To grant access to HCM Administrator Tools, configure Role-Based Permissions, Permission Groups, and Permission Roles in System Administration > Security to define who can access Learning administration features."

* Why Other Options are Incorrect:

* Option B (Permission Reports): Reports are for data analysis, not access control.

"Permission Reports analyze access, not grant it" (SAP SuccessFactors Learning Admin Guide).

* Option E (References): References are data fields, not security features.

"References are used for data mapping, not security configuration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Role-Based Permissions, Permission Groups, and Permission Roles are configured for access to HCM Administrator Tools, as specified in options A, C, and D.

NEW QUESTION # 63

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