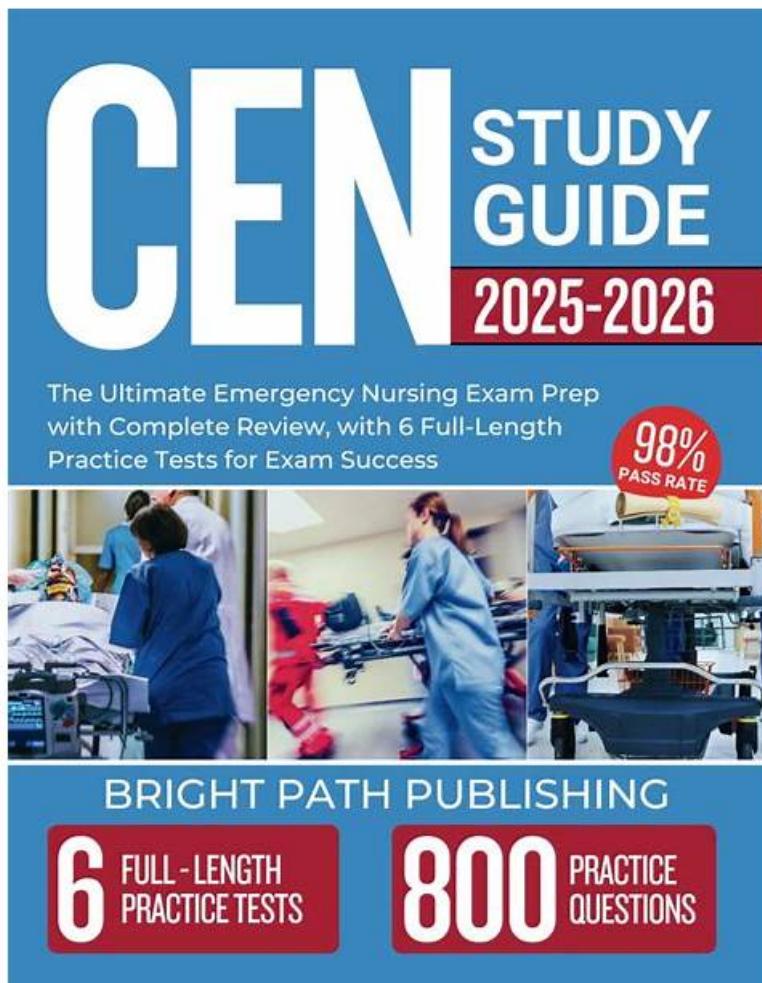


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## SAP C\_THR88\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<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>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q60-Q65):**

### **NEW QUESTION # 60**

What are the advantages of using the internally-configured (productized) AICC wrapper in SuccessFactors Learning?

Note: There are 2 correct answers to this question.

- A. The wrapper presents websites and documents to the user that are only marked complete when the user accepts an acknowledgement.**
- B. The wrapper marks the content object complete for a user when a certain amount of time is spent in the content
- C. The wrapper publishes the content at AICC-compliant standards.
- D. The wrapper displays the message and action buttons that can be localized so that users see them in their preferred language**

**Answer: A,D**

### **NEW QUESTION # 61**

You are a business consultant and you have been tasked with advising a company on the implementation of task-based checklists within their operations. Your goal is to identify the scenarios or use cases where deploying such checklists would yield the most significant benefits for the organization. Which of the following use cases would be the most suitable for deploying task-based checklists? Note: There are 3 correct answers to this question.

- A. Informal feedback sessions
- B. Specific repeatable processes**
- C. Procedural training**
- D. Ad-hoc team meetings
- E. On-the-job training**

**Answer: B,C,E**

#### Explanation:

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

\* Understanding Task-Based Checklists:

\* Task-based checklists in SAP SuccessFactors Learning guide users through structured tasks, ensuring consistency in training or processes.

\* Suitable Use Cases:

\* Procedural Training (A):Checklists ensure standardized execution of procedures.

"Task-based checklists are ideal for procedural training, providing step-by-step guidance to ensure compliance and consistency" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

\* On-the-Job Training (B):Checklists support hands-on training by outlining tasks.

"On-the-job training benefits from task-based checklists, which structure tasks for learners to follow during practical application" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

\* Specific Repeatable Processes (C):Checklists standardize repeatable tasks.

"Specific repeatable processes, such as compliance tasks, are supported by task-based checklists to ensure uniformity across executions" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

\* How Checklists are Implemented:

\* Checklists are created under Learning Activities > Tasks, with steps defined for specific training or processes.

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

"To create task-based checklists, go to Learning Activities > Tasks, define the checklist for procedural training, on-the-job training, or repeatable processes, and assign it to users or curricula."

\* Why Other Options are Incorrect:

\* Option D (Informal feedback sessions):Checklists are not suited for informal, unstructured feedback.

"Informal feedback sessions are not structured for task-based checklists" (SAP SuccessFactors Learning Admin Guide).

\* Option E (Ad-hoc team meetings):Ad-hoc meetings lack the structure checklists provide.

"Ad-hoc team meetings do not align with the structured nature of task-based checklists" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Task-based checklists are most suitable for procedural training, on-the-job training, and specific repeatable processes, as specified in options A, B, and C.

## NEW QUESTION # 62

Why would you choose to use a Quiz Type assessment instead of an Exam Type assessment?

Note: There are 2 correct answers to this question.

- **A. To associate questions with objectives**
- B. To save time since quiz questions do NOT need IDs and security domains
- C. To have questions only reside in a specific quiz entity
- **D. To store the question in the Question Library**

**Answer: A,D**

## NEW QUESTION # 63

What is the calculated basis date for an annually required item in the curriculum that is initially due on Dec 31, 2025?

- A. Dec 31, 2025
- **B. Jan 1, 2025**
- C. Jan 1, 2024
- D. Dec 30, 2024

**Answer: B**

#### Explanation:

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

\* Understanding Basis Date for Annually Required Items:

\* In SAP SuccessFactors Learning, the basis date for an annually required item in a curriculum determines the reference point for calculating due dates, particularly for recurring requirements.

\* Calculating the Basis Date (C):

\* For an item initially due on Dec 31, 2025, with annual recurrence, the basis date is typically the start of the year (Jan 1, 2025) to

align with the annual cycle.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Management):  
"The basis date for an annually required item is calculated as the start of the year in which the item is initially due, unless otherwise specified. For an item due on Dec 31, 2025, the basis date is Jan 1, 2025, to establish the annual recurrence cycle."

\* This confirms option C, as Jan 1, 2025, is the calculated basis date.

\* How the Basis Date is Determined:

\* The system uses the basis date to anchor the recurrence schedule, ensuring the item is due annually from that point (e.g., Dec 31 each year starting from 2025).

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration):  
"For annually recurring items, set the basis date in the Curriculum Content tab. The system defaults to Jan 1 of the initial due year (e.g., Jan 1, 2025, for a Dec 31, 2025, due date) to calculate recurrence."

\* Why Other Options are Incorrect:

\* Option A (Jan 1, 2024): This is too early and does not align with the 2025 due date.

"The basis date must align with the initial due year, not a prior year" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Dec 30, 2024): This is not a standard basis date for annual recurrence.

"Dec 30, 2024, does not serve as the basis for a 2025 due date" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Dec 31, 2025): This is the due date, not the basis date.

"The due date (e.g., Dec 31, 2025) is distinct from the basis date, which anchors recurrence" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The calculated basis date for an annually required item due on Dec 31, 2025, is Jan 1, 2025, as specified in option C.

## NEW QUESTION # 64

A Success Factors learning customer requires all employees to verify learning events using a secondary method of verification before the learning event is recorded to their learning history. What settings do you need to enable in the global variables configuration? Please choose the correct answer.

- A. Login / Logout Settings
- B. **Electronic Signature Settings**
- C. Password Settings
- D. Delegate Settings

**Answer: B**

## NEW QUESTION # 65

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