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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q36-Q41):

### NEW QUESTION # 36

You want to assign multiple courses that recur annually for new employees. How can you use the SAP Learning Management System to assign these courses?

- A. Add a class
- B. Add an item
- C. Add a curriculum
- D. Add a program

**Answer: C**

Explanation:

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

\* Understanding Recurring Course Assignments:

\* To assign multiple courses that recur annually for new employees, SAP SuccessFactors Learning uses curricula to manage recurring training requirements.

\* Using a Curriculum (A):

\* A curriculum is the appropriate entity for assigning multiple recurring courses, as it supports annual retraining and group assignments.

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

"To assign multiple courses with annual recurrence, create a curriculum in Learning Activities > Curricula, add the required courses, and configure annual retraining settings to ensure recurring assignments for new employees."

\* This confirms option A, as curricula are designed for this purpose.

\* How to Configure a Curriculum:

\* Create a curriculum, add courses, and set retraining intervals in the Content tab.

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

"In Learning Activities > Curricula, create a curriculum, add multiple items (courses), and set the Retraining Basis to annual in the Content tab to assign recurring training to users."

\* Why Other Options are Incorrect:

\* Option B (Add a class):Classes are for scheduling specific sessions, not recurring assignments.

"Classes are scheduled instances of items, not suitable for recurring assignments" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Add a program):Programs are for self-paced learning, not recurring requirements.

"Programs support self-paced learning, not annual recurrence" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Add an item):Items are individual courses, not grouped for recurrence.

"Items are single learning objects, not suited for grouped recurring assignments" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* To assign multiple recurring courses, the Administrator should add a curriculum, as specified in option A.

### NEW QUESTION # 37

A customer needs to create a blended item.

What tabs of the item record needs to be populated for the system to detect that the classification is blended?

Note: There are 2 correct answers to this question.

- A. Online Content tab
- B. Notifications tab
- C. Agenda Template tab
- D. Documents tab

Answer: A,C

### NEW QUESTION # 38

How does a customer manages an administrator's ability to configure custom columns? There are 2 correct answers to this question.

- A. Enable workflows for entities in user management and learning management categories to provide access to custom columns.
- B. Define the record configuration for entities to enable custom columns.
- C. Assign the ALL role to the Administrator's admin ID.
- D. Enable workflows for custom columns for entities in the system administration category.

Answer: B,D

### NEW QUESTION # 39

Your customer wants to enable enhanced Catalog behaviour, such as:

- . Displaying the Feature Reason in the details view
- . Including Instructor-Led Session information for OCN courses
- . Enhancing the prerequisites information layout
- . Better management of the image thumbnails
- . Catalogue targeted direct links

Where should this be configured?

Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=true
- B. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=true
- C. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=false
- D. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=false

Answer: A,B

#### NEW QUESTION # 40

A SF learning customer requires an approval process to be completed successfully whenever user record completion of an existing item for themselves. Where can this be configured. (2)

- A. System admin a configuration a global variables a Electronic Signature Settings a External event additional approval process ID
- B. System admin a configuration a user settings auser-recorded learning event approval settings a Require approval when users record internal events
- C. System admin a configuration a user settings auser-recorded learning event approval settings a require approval when users record external events
- D. System admin a configuration a global variables a Electronic Signature Settings a completion status additional approval process ID

Answer: B,C

#### NEW QUESTION # 41

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