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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none">• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q61-Q66):

NEW QUESTION # 61

What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

- A. It allows Administrators to control user access to certain parts of the course content.
- B. It restricts users to a predefined learning path, reducing the flexibility of the course.
- **C. It enables the creation of adaptive assessments in the Assessment builder to tailor exams based on user performance.**
- D. It simplifies the process of grading by automatically assigning scores based on the number of linked objectives.

Answer: C

Explanation:

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

* Understanding Learning Objectives:

* Linking learning objectives to content items, attributes, and exams allows for structured assessment and tracking of learner proficiency.

* Advantage of Linking Objectives (A):

* Linking enables adaptive assessments that adjust based on user performance, enhancing personalized learning.

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

"Linking learning objectives to content items, attributes, and exams enables the Assessment builder to create adaptive assessments that tailor questions based on user performance, improving learning outcomes."

* This confirms option A, as adaptive assessments are a key benefit.

* How Adaptive Assessments Work:

* In the Assessment builder, objectives are linked to questions, allowing the system to adjust question difficulty or selection based on responses.

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

"The Assessment builder uses linked objectives to create adaptive assessments, dynamically selecting questions based on the learner's performance to align with defined objectives."

* Why Other Options are Incorrect:

* Option B (Automatic grading): Grading is based on question settings, not objective linking.

"Grading is configured per question, not directly tied to objective linking" (SAP SuccessFactors Learning Admin Guide).

* Option C (Restricts learning path): Objective linking enhances flexibility, not restricts it.

"Linking objectives supports flexible, adaptive learning, not restrictive paths" (SAP SuccessFactors Learning Admin Guide).

* Option D (Control access): Access control is managed by permissions, not objectives.

"User access is controlled by role-based permissions, not objective linking" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Linking objectives enables adaptive assessments in the Assessment builder, as specified in option A.

NEW QUESTION # 62

Your customer wants to update the instructional text on the user login panel and the user new account panel.

How do you update this text? There are 2 correct answers to this question.

- **A. Update the text appearance using HTML.**
- B. Update the text for the user and admin login panels in adjacent edit fields.
- C. Update the text by using labels.
- **D. Update the wording in the text displayed to users.**

Answer: A,D

NEW QUESTION # 63

What are the preferred methods to assign a program to just one user?

Note: There are 2 correct answers to this question.

- A. Assignment Profile
- B. Job Code entity
- C. Manage User Learning Manage Assignments
- D. User entity Programs tab

Answer: C,D

NEW QUESTION # 64

What fields are required in the standard user connector to create your accounts?

- A. Active, EmailAddress
- B. User ID, email Addresses
- C. First Name, Last Name
- D. Active, User ID

Answer: D

NEW QUESTION # 65

Where should the Administrator go to prevent the CEO's email address from receiving training notifications from the SAP SuccessFactors Learning Management System?

- A. User Settings
- B. System Configuration
- C. Global Applications Settings
- D. Registration Settings

Answer: C

Explanation:

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

* Understanding Notification Suppression:

* Preventing specific users (e.g., the CEO) from receiving training notifications requires configuring notification settings in SAP SuccessFactors Learning.

* Global Applications Settings (D):

* Notification exclusions are managed in Global Applications Settings, where administrators can specify users or groups to exclude from notifications.

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

"Global Applications Settings allow administrators to configure notification preferences, including excluding specific users (e.g., by User ID or role) from receiving training notifications. Access this via System Administration > Configuration > Global Applications Settings."

* How to Exclude a User:

* In Global Applications Settings, administrators can add the CEO's User ID to an exclusion list for notifications.

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

"To prevent a user from receiving notifications, add their User ID to the notification exclusion list in System Administration > Configuration > Global Applications Settings > Notification Settings."

* Why Other Options are Incorrect:

* Option A (System Configuration): This is a broad area but not specific to notification exclusions.

"System Configuration includes general settings, but notification exclusions are managed in Global Applications Settings" (SAP SuccessFactors Learning Admin Guide).

* Option B (Registration Settings): Registration Settings control enrollment, not notifications.

"Registration Settings manage class enrollment rules, not notification preferences" (SAP SuccessFactors Learning Admin Guide).

* Option C (User Settings): User Settings are for individual user profiles, not notification exclusions.

"User Settings configure individual user data, not system-wide notification exclusions" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should go to Global Applications Settings to prevent the CEO's email from receiving notifications, as specified in option D.

NEW QUESTION # 66

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