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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q22-Q27):

NEW QUESTION # 22
Which fields are required in de data file when importing users into SF Learning from the SF HCM platform?
(2)

- A. LASTNAME
- B. USERID
- C. STATUS
- D. JOBCODE

Answer: B,C

NEW QUESTION # 23
In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type - Contact Hours
- B. #Hours of Specified Hour Type from a Pool of Items
- C. #Items from Pool of Items
- D. #Hours of Specified Hour Type - Credit Hours

Answer: B

NEW QUESTION # 24
A training company offers various courses, including Microsoft Advanced Topics and Microsoft Word. The Administrator wants to implement a feature where students who successfully complete the Microsoft Advanced Topics course automatically receive credit for the Microsoft Word course, without having to enroll or take it separately. In which entity should the Administrator configure this relationship to ensure seamless credit transfer between the two courses?

- A. Microsoft Word
- B. Both Microsoft Advanced Topics and Microsoft Word
- C. Neither Microsoft Advanced Topics and Microsoft Word
- D. Microsoft Advanced Topics

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Credit Transfer Between Courses:
* In SAP SuccessFactors Learning, automatic credit transfer for one course based on completion of another is achieved through a substitute relationship, where completing one course (e.g., Microsoft Advanced Topics) grants credit for another (e.g., Microsoft Word).
* Configuring the Relationship (C):
* The substitute relationship is configured in the course that grants the credit (Microsoft Advanced Topics), not the course receiving the credit.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Item Management):

"To configure automatic credit transfer, set a substitute relationship in the source item (e.g., Microsoft Advanced Topics) to grant credit for the target item (e.g., Microsoft Word). Navigate to Learning Activities > Items > [Source Item] > Substitute tab to define the relationship."
* This confirms option C, as the configuration is done in Microsoft Advanced Topics.
* How Substitute Relationships Work:
* In the Substitute tab of the source item, administrators specify the target item for which credit is granted upon completion.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Substitute Configuration):
"The Substitute tab in an item allows administrators to define which other items receive automatic credit upon completion of the source item. This ensures seamless credit transfer without requiring separate enrollment."
* Why Other Options are Incorrect:
* Option A (Both courses):The relationship is configured in the source item only, not both.
"Substitute relationships are defined in the source item granting credit, not both items" (SAP SuccessFactors Learning Admin Guide).
* Option B (Microsoft Word):The target item does not define the substitute relationship.
"The target item receiving credit does not require configuration for substitutes" (SAP SuccessFactors Learning Admin Guide).
* Option D (Neither):A substitute relationship must be configured in the source item.
"Credit transfer requires a substitute relationship configured in the source item" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The Administrator should configure the substitute relationship in the Microsoft Advanced Topics course, as specified in option C.

NEW QUESTION # 25
Statement of what users are expected to know and do once they have completed a specific course of instruction. Please choose the correct answer.

- A. Question
- B. Exam Object
- C. Variant
- D. Objective

Answer: D

NEW QUESTION # 26
What can you do to effectively manage questions in the Question Library in SAP SuccessFactors Learning Management System?
Note: There are 2 correct answers to this question.

- A. Associate questions with objectives
- B. Schedule classroom sessions
- C. Create variants
- D. Import SCORM content

Answer: A,C

Explanation:
* Understanding Question Library Management:
* The Question Library in SAP SuccessFactors Learning stores questions for exams and quizzes, with features to enhance question management.
* Effective Management Actions:
* Associate Questions with Objectives (A):Links questions to learning objectives for tracking.
"Associating questions with objectives in the Question Library aligns assessments with learning goals, enabling competency tracking" (SAP SuccessFactors Learning Admin Guide, Question Library Management).
* Create Variants (B):Allows multiple versions of a question for variety.
"Creating variants in the Question Library allows administrators to generate different versions of a question to prevent memorization" (SAP SuccessFactors Learning Admin Guide, Question Library Management).
* How to Manage Questions:
* In Learning Activities > Question Library, administrators associate questions with objectives and create variants.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Question Library Configuration):
"To manage questions effectively, go to Learning Activities > Question Library, associate questions with objectives to track competencies, and create variants to provide question variations for assessments."
* Why Other Options are Incorrect:
* Option C (Schedule classroom sessions):Scheduling is unrelated to the Question Library.

"Classroom session scheduling is managed in Classes, not the Question Library" (SAP SuccessFactors Learning Admin Guide).
* Option D (Import SCORM content):SCORM is for content, not question management.
"SCORM content import is handled in Content Management, not the Question Library" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Effective Question Library management includes associating questions with objectives and creating variants, as specified in options A and B.

NEW QUESTION # 27
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