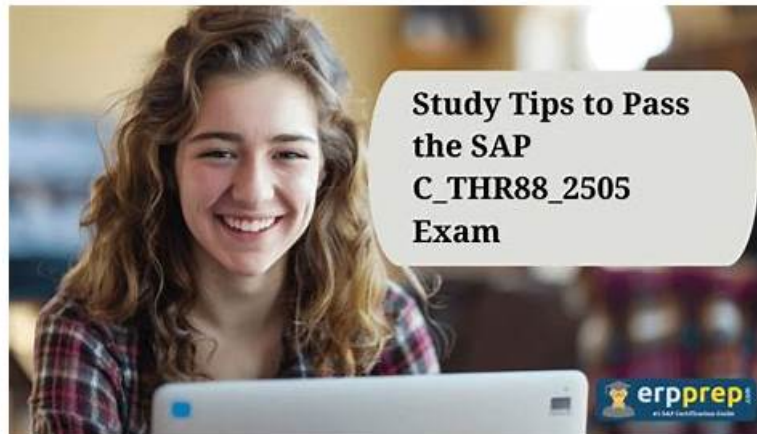


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q67-Q72):

### NEW QUESTION # 67

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They send automated e-mail reminders to users about upcoming assignments.
- **B. They can be used as searchable attributes for assignment profiles and reporting.**
- **C. They can be referenced or unreferenced.**
- D. They automatically generate personalized learning recommendations for users.

**Answer: B,C**

Explanation:

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

\* Understanding User Custom Referenced Fields:

- \* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.
- \* Benefits of Custom Referenced Fields:
  - \* Referenced or Unreferenced (A): These fields can be linked to other system entities (referenced) or standalone (unreferenced). "User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).
  - \* Searchable Attributes (C): They can be used in assignment profiles and reports for targeting or analyzing users. "Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).
- \* How Custom Fields are Used:
  - \* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.
  - \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Custom Fields): "To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."
- \* Why Other Options are Incorrect:
  - \* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations. "Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).
  - \* Option D (Automated reminders): Reminders are managed by notification settings, not custom fields. "Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
  - \* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

#### NEW QUESTION # 68

The SuccessFactors Learning system can allow supervisors to assign a user in the system to act as a supervisor for all of their subordinates. How would you enable this option for a supervisor? There are 2 correct answers to this question.

- A. Select Manage Alternate Supervisors for the acting supervisor in the user record.
- B. Select Allow Supervisors to Delegate Predefined Permissions in the global variables.
- C. Select an alternate job code for the acting supervisor in the user record.
- D. Select Allow Supervisors to Delegate Selected Permissions in the global variables.

**Answer: B,D**

#### NEW QUESTION # 69

Which sections are accessible to users from their Home Page in SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. Manage User Learning
- B. Latest Bookmarks
- C. Required Learning
- D. Invest in Myself
- E. System Administration

**Answer: B,C,D**

Explanation:

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

- \* Understanding the Home Page:
  - \* The Home Page in SAP SuccessFactors Learning displays sections where users can view assigned and optional learning content.
- \* Accessible Sections:
  - \* Required Learning (A): Displays mandatory assigned learning. "The Required Learning section on the Home Page shows all mandatory learning assignments, such as curricula or items, assigned to the user" (SAP SuccessFactors Learning User Guide).
  - \* Invest in Myself (B): Shows optional learning users can self-assign. "The Invest in Myself section allows users to browse and self-assign optional learning content from libraries" (SAP SuccessFactors Learning User Guide).

Learning User Guide).

\* Latest Bookmarks (D):Displays bookmarked learning content.

"The Latest Bookmarks section on the Home Page displays learning content that the user has bookmarked for quick access" (SAP SuccessFactors Learning User Guide).

\* How the Home Page is Structured:

\* The Home Page is customizable, but these sections are standard for users to access learning content.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):

"The Home Page includes sections like Required Learning for mandatory assignments, Invest in Myself for optional content, and Latest Bookmarks for user-saved items, ensuring easy access to relevant learning."

\* Why Other Options are Incorrect:

\* Option C (Manage User Learning):This is an administrative function, not a user Home Page section.

"Manage User Learning is an administrative tool, not a Home Page section for users" (SAP SuccessFactors Learning Admin Guide).

\* Option E (System Administration):This is restricted to administrators.

"System Administration is an admin-only area, not accessible from the user Home Page" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Users can access Required Learning, Invest in Myself, and Latest Bookmarks from their Home Page, as specified in options A, B, and D.

### NEW QUESTION # 70

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. Import SCORM content
- C. Create variants
- D. Schedule classroom sessions

**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 # 71

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

**Answer: B,C**

## NEW QUESTION # 72

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