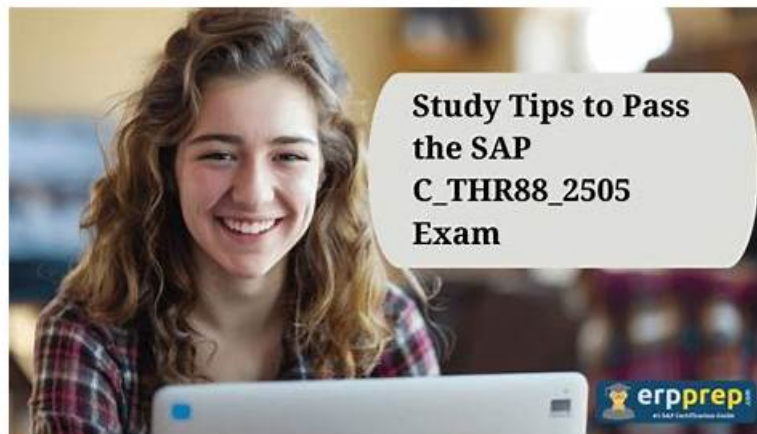


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SAP C_THR88_2505 Exam Syllabus Topics:

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

Topic 3	<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 4	<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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q16-Q21):

NEW QUESTION # 16

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

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

Answer: A

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 # 17

Your customer wants certain personnel to be granted access to SuccessFactors Learning to support the management of training-related activities, such as creating scheduled offerings and running reports. What must you do to meet this requirement? Note: There are 3 correct answers to this question.

- A. Create a reporting role for the instructor entity.
- **B. Add class and report permissions to the administrator role.**
- **C. Create an administrator role for the personnel.**
- **D. Add security domain groups to the instructor entity.**
- E. Create administrator accounts for the personnel.

Answer: B,C,D

NEW QUESTION # 18

Your customer wants to use the same certificate of completion for all new items and programs. Where should the certificate be selected in order to satisfy this requirement? Note: There are 2 correct answers to this question.

- A. Program record: Certificate Template
- **B. Default Certificate Template for Programs**
- **C. Default Certificate Template for Items**
- D. Item record: Certificate Template

Answer: B,C

NEW QUESTION # 19

Which of the following API types does SAP recommend to use to achieve clean core integration? Note: There are 2 correct answers to this question.

- A. IDoc
- B. RFC
- **C. OData**
- **D. SOAP**

Answer: C,D

Explanation:

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

* Understanding Clean Core Integration:

* Clean core integration in SAP SuccessFactors Learning ensures minimal customization and uses standard APIs for seamless connectivity.

* Recommended API Types:

* SOAP (A): A standard protocol for structured data exchange.

"SOAP APIs are recommended for clean core integration in SAP SuccessFactors Learning, providing robust, structured data exchange" (SAP SuccessFactors Learning Admin Guide, API Integration).

* OData (D): A modern protocol for RESTful integrations.

"OData APIs are recommended for clean core integration, offering flexible, REST-based access to SAP SuccessFactors Learning data" (SAP SuccessFactors Learning Admin Guide, API Integration).

* How APIs are Used:

* SOAP and OData APIs are accessed via the SAP Business Accelerator Hub for integration with external systems.

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

"For clean core integration, use SOAP for structured, secure data exchange and OData for RESTful, flexible integrations. Both are accessible via the SAP Business Accelerator Hub."

* Why Other Options are Incorrect:

* Option B (RFC): RFC is specific to SAP ERP, not SuccessFactors.

"RFC is used in SAP ERP systems, not recommended for SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Option C (IDoc): IDoc is for SAP ERP data exchange, not SuccessFactors.

"IDoc is not supported for SuccessFactors Learning integrations" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* SAP recommends SOAP and OData for clean core integration, as specified in options A and D.

NEW QUESTION # 20

A customer wants to create a program that has a fixed time limit and allows users to start at different times. This program will include required instructor-led items and permits the user to select their choice of scheduled offerings from their catalog. What type of program does this customer need to create to meet these requirements?

- A. Open Ended
- B. Closed Program
- C. Scheduled
- **D. Duration Based**

Answer: D

NEW QUESTION # 21

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