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Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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.
Topic 4	<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 5	<ul style="list-style-type: none"> Managing Classes and Online Content: This section of the exam measures skills of SAP Learning Administrators and covers the organization of instructor-led sessions and the handling of online content. It evaluates the ability to create, assign, and manage various learning modalities within the platform to deliver blended and scalable learning experiences.
Topic 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q62-Q67):

NEW QUESTION # 62

Which fields are required in the data file when importing users into SAP SuccessFactors Learning from the SAP SuccessFactors HCM Platform?

Note: There are 2 correct answers to this question.

- A. NOTACTIVE (Status)

- B. LNAME (Last name)
- C. STUD_ID (User ID)
- D. JP_ID (Job code)

Answer: A,C

NEW QUESTION # 63

Which of the following can you directly assign to a user's Learning Plan? Note: There are 3 correct answers to this question.

- A. Curricula
- B. Items
- C. Programs
- D. Content Objects
- E. Surveys Objects

Answer: A,B,C

Explanation:

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

* Understanding Learning Plan Assignments:

* Learning Plans in SAP SuccessFactors Learning display assigned content that users must complete, such as items, programs, or curricula.

* Assignable Entities:

* Items (A): Individual learning objects (e.g., courses, exams).

"Items, such as online courses or exams, can be directly assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Programs (C): Collections of learning content.

"Programs, which group multiple items or curricula, can be assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Curricula (D): Structured sets of learning requirements.

"Curricula, defining required training with due dates or recurrence, can be assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* How Assignments are Made:

* Administrators assign these entities via Learning Activities or Assignment Profiles, appearing in the user's Learning Plan.

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

"To assign learning to a user's Learning Plan, use Learning Activities to manually assign items, programs, or curricula, or configure Assignment Profiles for automatic assignments."

* Why Other Options are Incorrect:

* Option B (Content Objects): Content objects (e.g., SCORM files) are components of items, not directly assignable.

"Content objects are embedded within items and cannot be directly assigned to Learning Plans" (SAP SuccessFactors Learning Admin Guide).

* Option E (Surveys Objects): Surveys are linked to items, not assigned directly.

"Survey objects are associated with items for feedback, not directly assigned to Learning Plans" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Items, programs, and curricula can be directly assigned to a user's Learning Plan, as specified in options A, C, and D.

NEW QUESTION # 64

Where is the SuccessFactors Learning AICC wrapper message defined with more than one language message? Please choose the correct answer.

- A. Access Global Variables - AICC Wrapper setting - Localization popup
- B. Access Content Objects - Content ID - AICC Support
- C. Access References - Geography - Locales
- D. Access References - Geography - Labels

Answer: A

NEW QUESTION # 65

Under Configuration in System Admin, where can you find the default item settings that allow learners to record their own learning events?

- A. Registration Settings
- B. Easy Links
- **C. User Settings**
- D. Global Variables

Answer: C

NEW QUESTION # 66

What are some defining features of sub-curricula? Note: There are 2 correct answers to this question.

- **A. Changes to the completion status of a sub curriculum may affect the main curriculum.**
- B. Incomplete items in a sub curriculum have no effect on the completion status of the main curriculum.
- **C. A sub curriculum is nested in a main curriculum.**
- D. Recurring items in a sub curriculum have no impact on the completion status of the main curriculum.

Answer: A,C

Explanation:

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

* Understanding Sub-Curricula:

* Sub-curricula are curricula nested within a main curriculum, allowing complex training structures. Their completion status can impact the main curriculum's status.

* Nested Structure (B):

* Sub-curricula are embedded within a main curriculum to organize related training requirements.

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

"A sub-curriculum is a curriculum that is nested within a main curriculum, allowing administrators to group related training requirements under a single curriculum structure."

* Impact on Main Curriculum (C):

* Changes to the completion status of a sub-curriculum can affect whether the main curriculum is marked as complete.

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

"The completion status of a sub-curriculum contributes to the overall completion status of the main curriculum. If a sub-curriculum is incomplete, the main curriculum may remain incomplete until all requirements are met."

* Why Other Options are Incorrect:

* Option A (Recurring items have no impact): Recurring items in a sub-curriculum can affect the main curriculum's status if they are required for completion.

* Option D (Incomplete items have no effect): Incomplete items in a sub-curriculum can prevent the main curriculum from being completed.

* Conclusion:

* Sub-curricula are nested within main curricula (B), and their completion status can affect the main curriculum (C).

NEW QUESTION # 67

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