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## SAP C\_THR88\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q77-Q82):

### NEW QUESTION # 77

A customer created a scheduled type program and added an Instructor Led Item. They want to add just the item to the program and have the users select which classes they will take. However, when they tried to save the program, they got the following message: What would you advise them to do to get their desired outcome?

- A. Create a cohort and add the users and classes to the cohort.
- B. Create an open-ended or duration type program and add the item.
- C. Create a class for the item and add the class to the program.
- D. Create a Curriculum Requirement and add it to the program.

Answer: C

### NEW QUESTION # 78

What user actions may require the user to complete an approval process?

Note: There are 3 correct answers to this question.

- A. Self-Assigning a Curriculum from the Library
- B. Launching an Online Item
- C. Withdrawing from a Class
- D. Self-Registering into a Class
- E. Recommending an item to a peer

Answer: A,C,D

### NEW QUESTION # 79

What is the recommended procedure for an Administrator to add new dynamic attribute to a Notification Template?

- A. Copy and paste a Syntax Tag from any other template
- B. Select an existing Syntax Tag from a list
- C. Add a new Syntax Tag to the Notification Syntax ID
- D. Add a new Syntax Tag to the Notification Template

**Answer: B**

**NEW QUESTION # 80**

What should be considered when associating a pre exam or post exam with a learning item?

- A. The exam-type Assessment object must first be associated with the item as content before it can be selected as a Pre-Test or Post-Test
- **B. The exam results are shown in the Learning Evaluation Report from only the post exam**
- C. The exam is delivered to users via e-mail so only participants with a valid e-mail can participate
- D. The exam-type Assessment object can be attached to the item once and used as both the Pre-Test and the Post-Test

**Answer: B**

**NEW QUESTION # 81**

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

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

**Answer: D**

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 # 82**

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