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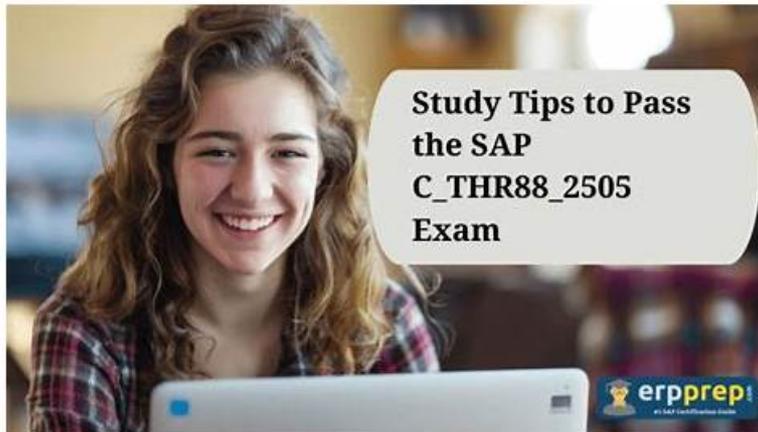
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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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.
Topic 4	• 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 5	• 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 6	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q36-Q41):

NEW QUESTION # 36
Your customer wants its users to be able to launch e-learning modules in a blended item even if the users are not enrolled in a scheduled offering for the item. In the user settings, what setting satisfies this requirement?
Please choose the correct answer.

- A. Allow self-registration to proceed as long as the prerequisites will be completed prior to the scheduled start date.
- B. Allow users to access online content without registration
- C. Default self-registration setting for new item
- D. Prevent user scheduling conflicts.

Answer: A

NEW QUESTION # 37
Where can you establish period-based settings for items within the SAP SuccessFactors Learning Management System?

- A. On the Curriculum Content tab
- B. On the Curriculum Details tab
- C. On the Curriculum Libraries tab
- D. On the Item Details tab

Answer: A

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Period-Based Settings:
* Period-based settings in SAP SuccessFactors Learning define due dates and recurrence for items within a curriculum, such as initial due dates or retraining intervals.
* Location of Settings (C):
* These settings are configured on the Curriculum Content tab, where items are added and their period-based properties are defined.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Management):
"Period-based settings for items, such as initial due dates and retraining intervals, are configured on the Curriculum Content tab.

Navigate to Learning Activities > Curricula > [Curriculum] > Content tab to set these properties."
* This confirms option C, as the Curriculum Content tab is the correct location.
* How Settings are Configured:
* On the Content tab, administrators add items to the curriculum and specify settings like Basis Date, Initial Basis, and Retraining Basis.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration):
"In the Curriculum Content tab, select an item and configure period-based settings, including due dates (e.g.,
45 days after assignment) and recurrence (e.g., annual retraining)."
* Why Other Options are Incorrect:
* Option A (Curriculum Libraries tab):Libraries organize content, not configure item settings.
"The Libraries tab manages content visibility, not item-specific period settings" (SAP SuccessFactors Learning Admin Guide).
* Option B (Curriculum Details tab):The Details tab manages general curriculum properties, not item settings.
"The Details tab configures curriculum metadata, not item-level period settings" (SAP SuccessFactors Learning Admin Guide).
* Option D (Item Details tab):Item settings are managed within the curriculum, not the item itself.
"Item Details tab configures standalone item properties, not curriculum-specific period settings" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Period-based settings for items are established on the Curriculum Content tab, as specified in option C.

NEW QUESTION # 38

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

Answer: B

NEW QUESTION # 39

As an Administrator in an SAP SuccessFactors Learning Management System, you are trying to schedule a new training session for next month. Upon attempting to schedule the instructor, you receive a warning that a possible resource conflict exists for the intended time. Which of the following is the most likely reason for this warning?

- A. The instructor has limited availability due to another scheduled session during the same time.
- B. The system is experiencing a technical glitch that requires a restart.
- C. The instructor does NOT have the necessary qualifications to teach the course.
- D. The instructor's availability is NOT updated in the system.

Answer: A

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Resource Conflicts in Scheduling:
* In SAP SuccessFactors Learning, scheduling a training session involves assigning resources, such as instructors and facilities. The system checks for conflicts, such as overlapping schedules, and issues warnings if conflicts are detected.
* Instructor Availability Conflict:
* The most likely reason for a resource conflict warning when scheduling an instructor is that the instructor is already booked for another session at the same time.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Class Scheduling):
"When scheduling a class, the system checks the availability of assigned resources, including instructors. A warning is displayed if an instructor is already scheduled for another class at the same time, indicating a resource conflict."
* This aligns with option B, as limited availability due to another session is the primary cause of the warning.
* How the System Detects Conflicts:
* The system maintains instructor schedules and compares the proposed class time with existing bookings. If there is an overlap, a warning is triggered.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Resource Management):

"Instructor availability is tracked in the system based on their scheduled classes. Administrators receive a warning if attempting to schedule an instructor for a time slot that conflicts with an existing commitment."
* Why Other Options are Incorrect:
* Option A (Instructor lacks qualifications):Qualification issues may prevent assignment but do not trigger resource conflict warnings.
"Instructor qualifications are validated separately and do not generate resource conflict warnings" (SAP SuccessFactors Learning Admin Guide).
* Option C (Availability not updated):Outdated availability data could cause issues, but the system relies on scheduled classes, not manual updates, for conflict checks.
"Instructor availability is based on system-scheduled classes, not manual availability updates" (SAP SuccessFactors Learning Admin Guide).
* Option D (Technical glitch):A technical glitch is unlikely and not the most probable cause compared to a scheduling conflict.
"Resource conflict warnings are typically due to scheduling overlaps, not system errors" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The most likely reason for the resource conflict warning is that the instructor has limited availability due to another scheduled session, as described in option B.

NEW QUESTION # 40
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. It can be accessed by using SAP For Me.

Answer: A,B

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding the Clean Core Dashboard:
* The clean core dashboard in SAP SuccessFactors Learning monitors system health, compliance, and configuration across environments.
* Features of the Dashboard:
* Dev, Test, and Production Tenants (A):The dashboard is accessible in all tenant types.
"The clean core dashboard is available in development, test, and production tenants, allowing customers to monitor system status across all environments" (SAP SuccessFactors Learning Admin Guide, System Monitoring).
* Grant Access to Partners (C):Customers can share dashboard access with authorized partners.
"Customers can grant access to the clean core dashboard to partners, such as implementation consultants, for collaborative system management" (SAP SuccessFactors Learning Admin Guide, System Monitoring).
* How the Dashboard is Accessed:
* The dashboard is accessed via SAP For Me or the system interface, with permissions configured for partners.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Dashboard Configuration):
"Access the clean core dashboard in dev, test, and production tenants via SAP For Me or the system interface.
Grant partner access through role-based permissions in System Administration > Security."
* Why Other Options are Incorrect:
* Option B (Accessed via SAP For Me):While SAP For Me may provide access, it is not a defining feature.
"SAP For Me is one access method, but not a core feature of the dashboard" (SAP SuccessFactors Learning Admin Guide).
* Option D (All S/4HANA Cloud editions):The dashboard is specific to SuccessFactors, not S
/4HANA.
"The clean core dashboard is designed for SAP SuccessFactors, not S/4HANA Cloud" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The clean core dashboard can be used in all tenants and shared with partners, as specified in options A and C.

NEW QUESTION # 41
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