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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<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>
Topic 3	<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 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q43-Q48):

### NEW QUESTION # 43

An SAP SuccessFactors Learning customer requires an approval process to be completed successfully whenever users add a history record of an item for themselves.

Where can this be configured?

Note: There are 2 correct answers to this question.

- A. In System Administration Configuration Global Application Settings Electronic Signatures Settings Completion Status Additional Approval Process ID
- B. In System Administration Application Administration User Settings approval when users add to learning history for external learning.**
- C. In System Administration Application Administration User Settings User Adding History Record Approval Process Settings Require approval when users add to learning history for internal learning**
- D. In System Administration Configuration Global Application Settings Electronic Signatures Settings External Event Additional Approval Process ID

**Answer: B,C**

### NEW QUESTION # 44

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. Create variants**
- B. Import SCORM content
- C. Associate questions with objectives**
- 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 # 45

Which actions are prohibited for users when they find items in the library? Note: There are 2 correct answers to this question.

- A. Remove the item from the library
- B. Self-assign the item
- C. Sort by Content Creator
- D. Recommend the item

**Answer: A,C**

Explanation:

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

\* Understanding User Actions in Libraries:

\* In SAP SuccessFactors Learning, libraries allow users to browse and interact with learning content, but certain actions are restricted to administrators to maintain system integrity.

\* Prohibited Actions for Users:

\* Sort by Content Creator (A):Users cannot sort library content by the content creator, as this is an administrative function.

"Sorting library content by Content Creator is restricted to administrators and not available to users in the library interface" (SAP SuccessFactors Learning Admin Guide, Library Management).

\* Remove the Item from the Library (C):Users cannot remove items from libraries, as this is an admin-only action.

"Removing items from a library is an administrative task performed in Learning Activities > Libraries, and users are prohibited from this action" (SAP SuccessFactors Learning Admin Guide, Library Management).

\* How Library Permissions Work:

\* User permissions are set in System Administration > Security, limiting actions to browsing, self- assignment, ratings, and recommendations.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Library Permissions):

"User permissions for libraries allow browsing, self-assignment, rating, and recommending content. Actions like sorting by Content Creator or removing items are restricted to administrators to ensure content control."

\* Why Other Options are Incorrect:

\* Option B (Recommend the item):Users can recommend items to others.

"Users with appropriate permissions can recommend items in a library to peers" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Self-assign the item):Users are allowed to self-assign items.

"Self-assignment is a standard user action in libraries, based on permissions" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Users are prohibited from sorting by Content Creator and removing items from the library, as specified in options A and C.

#### NEW QUESTION # 46

What must be configured to upload an AICC or SCORM course to a content server using the Import Content tool?

- A. A deployment location
- B. A test item
- C. A curriculum
- D. A test content object

**Answer: A**

#### NEW QUESTION # 47

In which sections of the New Home Learning Experience will the user see administrator or system-assigned learning? Note: There are 2 correct answers to this question.

- A. Under the Required Learning Section
- B. Under the Invest in Myself Section
- C. Under the Recommended Section
- D. Under the Important Learning Section

**Answer: A,D**

Explanation:

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

\* Understanding the New Home Learning Experience:

\* The New Home Learning Experience in SAP SuccessFactors Learning organizes content on the user's Home Page, including sections for assigned learning.

\* Sections for Assigned Learning:

\* Important Learning Section (C):Displays priority or administrator-assigned learning.

"The Important Learning Section on the Home Page displays administrator-assigned or system-assigned learning with high priority" (SAP SuccessFactors Learning User Guide, Home Page).

\* Required Learning Section (D):Shows mandatory learning assignments.

"The Required Learning Section displays mandatory learning assignments, such as curricula or items, assigned by administrators or the system" (SAP SuccessFactors Learning User Guide, Home Page).

\* How Content is Displayed:

\* Administrator or system-assigned learning appears in these sections to ensure visibility.

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

"In the New Home Learning Experience, administrator- or system-assigned learning appears in the Important Learning Section for priority content and the Required Learning Section for mandatory assignments, ensuring users see critical training."

\* Why Other Options are Incorrect:

\* Option A (Recommended Section):This is for suggested, not assigned, content.

"The Recommended Section displays suggested content, not administrator-assigned learning" (SAP SuccessFactors Learning User Guide).

\* Option B (Invest in Myself Section):This is for optional, user-selected content.

"The Invest in Myself Section shows optional content users can self-assign, not mandatory assignments" (SAP SuccessFactors Learning User Guide).

\* Conclusion:

\* Users see administrator or system-assigned learning in the Important Learning and Required Learning sections, as specified in options C and D.

#### NEW QUESTION # 48

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