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SAP C_THR88_2505 Exam Syllabus Topics:

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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	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 3	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 4	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 5	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 6	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q19-Q24):

NEW QUESTION # 19

A training company offers various courses, including Microsoft Advanced Topics and Microsoft Word. The Administrator wants to implement a feature where students who successfully complete the Microsoft Advanced Topics course automatically receive credit for the Microsoft Word course, without having to enroll or take it separately. In which entity should the Administrator configure this relationship to ensure seamless credit transfer between the two courses?

- A. Microsoft Word
- B. Microsoft Advanced Topics**
- C. Both Microsoft Advanced Topics and Microsoft Word
- D. Neither Microsoft Advanced Topics and Microsoft Word

Answer: B

Explanation:

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

* Understanding Credit Transfer Between Courses:

* In SAP SuccessFactors Learning, automatic credit transfer for one course based on completion of another is achieved through a substitute relationship, where completing one course (e.g., Microsoft Advanced Topics) grants credit for another (e.g., Microsoft Word).

* Configuring the Relationship (C):

* The substitute relationship is configured in the course that grants the credit (Microsoft Advanced Topics), not the course receiving the credit.

- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Item Management):
 "To configure automatic credit transfer, set a substitute relationship in the source item (e.g., Microsoft Advanced Topics) to grant credit for the target item (e.g., Microsoft Word). Navigate to Learning Activities > Items > [Source Item] > Substitute tab to define the relationship."
- * This confirms option C, as the configuration is done in Microsoft Advanced Topics.
- * How Substitute Relationships Work:
- * In the Substitute tab of the source item, administrators specify the target item for which credit is granted upon completion.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Substitute Configuration):
 "The Substitute tab in an item allows administrators to define which other items receive automatic credit upon completion of the source item. This ensures seamless credit transfer without requiring separate enrollment."
- * Why Other Options are Incorrect:
- * Option A (Both courses): The relationship is configured in the source item only, not both.
- "Substitute relationships are defined in the source item granting credit, not both items" (SAP SuccessFactors Learning Admin Guide).
- * Option B (Microsoft Word): The target item does not define the substitute relationship.
- "The target item receiving credit does not require configuration for substitutes" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Neither): A substitute relationship must be configured in the source item.
- "Credit transfer requires a substitute relationship configured in the source item" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The Administrator should configure the substitute relationship in the Microsoft Advanced Topics course, as specified in option C.

NEW QUESTION # 20

What can you configure in the Landing Page settings? Note: There are 3 correct answers to this question.

- A. The background color for standard tiles
- **B. The additional pages that appear for the users**
- C. The date on which a standard tile is automatically removed from the view
- **D. The date on which a custom tile is automatically removed from the view**
- **E. The tiles that appear for the users**

Answer: B,D,E

NEW QUESTION # 21

Your customer needs an item to track whether workers on the production factory floor have performed specific tasks. You create tasks to set up an observation checklist for this item. What item classification must be used for this item?

- A. Blended (Scheduled and Online)
- B. Online
- **C. Other**
- D. Instructor Led (Scheduled Only)

Answer: C

NEW QUESTION # 22

How can an Administrator add a history record for an employee's participation in an external webinar in the SAP SuccessFactors Learning Management System? Note: There are 2 correct answers to this question.

- A. Using the Manage Assignments tool
- **B. Using the Create External Learning Request tool**
- C. Using the Add Learning History for Multiple Courses tool
- **D. Using the Edit Learning History tool**

Answer: B,D

Explanation:

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

* Understanding External Webinar History:

* Adding a history record for an employee's participation in an external webinar requires tools that update the learner's history in

SAP SuccessFactors Learning

* Edit Learning History Tool (B):

* The Edit Learning History tool allows administrators to manually add or modify learning records, including external events like webinars.

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

"The Edit Learning History tool enables administrators to add, edit, or delete learning history records for users, including external events such as webinars. Navigate to Users > Tools > Edit Learning History to add a record."

* Create External Learning Request Tool (D):

* The Create External Learning Request tool allows administrators to record external learning activities, which are then reflected in the learner's history upon approval.

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

"The Create External Learning Request tool is used to record external learning activities, such as webinars, by submitting a request that, once approved, adds a record to the user's learning history. Access this tool via Users > Tools > Create External Learning Request."

* Why Other Options are Incorrect:

* Option A (Manage Assignments tool): This tool assigns learning content, not records history.

"The Manage Assignments tool is used to assign items or curricula, not to update learning history" (SAP SuccessFactors Learning Admin Guide).

* Option C (Add Learning History for Multiple Courses tool): This tool is for bulk updates of internal courses, not external webinars.

"The Add Learning History for Multiple Courses tool is designed for bulk updates of internal course completions, not external events" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Administrators can add a history record for an external webinar using the Edit Learning History tool and the Create External Learning Request tool, as specified in options B and D.

NEW QUESTION # 23

A SF learning customer requires an approval process to be completed successfully whenever user record completion of an existing item for themselves. Where can this be configured. (2)

- A. System admin a configuration a global variables a Electronic Signature Settings a completion status additional approval process ID
- B. System admin a configuration a global variables a Electronic Signature Settings a External event additional approval process ID
- C. System admin a configuration a user settings a user-recorded learning event approval settings a require approval when users record external events
- D. System admin a configuration a user settings a user-recorded learning event approval settings a Require approval when users record internal events

Answer: C,D

NEW QUESTION # 24

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