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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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 2	<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 3	<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 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"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q41-Q46):

NEW QUESTION # 41

What are the advantages of using the internally-configured (productized) AICC wrapper in SuccessFactors Learning?

Note: There are 2 correct answers to this question.

- A. The wrapper displays the message and action buttons that can be localized so that users see them in their preferred language
- B. The wrapper presents websites and documents to the user that are only marked complete when the user accepts an acknowledgement.
- C. The wrapper publishes the content at AICC-compliant standards.
- D. The wrapper marks the content object complete for a user when a certain amount of time is spent in the content

Answer: A,B

NEW QUESTION # 42

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's availability is NOT updated in the system.
- 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 has limited availability due to another scheduled session during the same time.

Answer: D

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 # 43

One or more ways to ask a question that tests the same knowledge: Please choose the correct answer.

- A. Question Stem
- **B. Variant**
- C. Distractor
- D. Objective

Answer: B

NEW QUESTION # 44

What do you use to analyze training data and monitor users' learning progress?

- **A. Reports**
- B. Programs
- C. Classes
- D. Items

Answer: A

Explanation:

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

- * Understanding Training Data Analysis and Monitoring:
 - * SAP SuccessFactors Learning provides tools to analyze training data and monitor users' learning progress, with reports being the primary mechanism for this purpose.
- * Role of Reports:
 - * Reports allow administrators to generate detailed insights into training completion, compliance, and user progress, supporting data-driven decisions.
 - * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Reporting):

"Reports in SAP SuccessFactors Learning are used to analyze training data and monitor users' learning progress. Administrators can generate reports on completion status, compliance, and other metrics to track learning activities."

* This confirms option A, as reports are the primary tool for this purpose.

* Types of Reports Available:

* Reports include User Progress Reports, Completion Status Reports, and Compliance Reports, which provide detailed views of learning activities.

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

"Available reports include User Progress Reports for tracking individual learning, Completion Status Reports for curriculum compliance, and custom reports for specific metrics. Access reports via System Administration

> Reports."

* Why Other Options are Incorrect:

* Option B (Classes): Classes are scheduled instances of courses, not tools for analyzing data.

"Classes represent scheduled offerings of learning items, not tools for data analysis" (SAP SuccessFactors Learning Admin Guide).

* Option C (Items): Items are individual learning objects, not used for monitoring progress.

"Items are the building blocks of learning content, not used for progress monitoring" (SAP SuccessFactors Learning Admin Guide).

* Option D (Programs): Programs group learning content but do not provide analytical capabilities.

"Programs organize learning paths but do not offer reporting or monitoring functions" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Reports are used to analyze training data and monitor users' learning progress, as specified in option A.

NEW QUESTION # 45

What do you configure to enable and disable vCalender attachments for enrollment notifications?

- A. The LMS ADMIN properties file
- B. The registration settings
- C. The notification template
- D. **The Mail tab of Global Application Settings**

Answer: D

NEW QUESTION # 46

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