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

### NEW QUESTION # 43

Which of the following defines a substitute relationship within the SAP SuccessFactors Learning Management System?

- A. A course that provides options for completing a curriculum.
- **B. A course that receives completion credit based on completing another course.**
- C. A course that receives credit because of completion of two courses.
- D. A course that you must complete before taking another course.

**Answer: B**

Explanation:

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

\* Understanding Substitute Relationships:

\* A substitute relationship in SAP SuccessFactors Learning allows one course to grant completion credit for another course.

\* Definition of Substitute Relationship (A):

\* Completing one course (source) grants credit for another (target) course.

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

"A substitute relationship is defined when completion of one course automatically grants completion credit for another course, configured in the source item's Substitute tab."

\* This confirms option A, as it describes the substitute relationship.

\* How to Configure:

\* In Learning Activities > Items > [Source Item] > Substitute tab, specify the target course.

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

"To set a substitute relationship, go to Learning Activities > Items > [Source Item] > Substitute tab and select the target course that receives credit upon source completion."

\* Why Other Options are Incorrect:

\* Option B (Credit for two courses):Substitutes involve one course granting credit for another, not two.

"Substitute relationships involve one source and one target course" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Prerequisite):Prerequisites require completion before enrollment, not credit transfer.

"Prerequisites enforce completion before enrollment, not credit transfer" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Options for curriculum):This describes curriculum requirements, not substitutes.

"Curriculum requirements define completion options, not substitute relationships" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* A substitute relationship is a course receiving completion credit based on another course's completion, as specified in option A.

### NEW QUESTION # 44

What types of questions can you add when creating a course evaluation survey?

Note: There are 2 correct answers to this question.

- A. Ordering - drag and drop answers in the correct order
- B. Fill-in-the-blank - enter the required word or phrase into the box
- **C. One Choice - user chooses one correct answer from a list**
- **D. Rating Scale - user chooses a rating from a rating scale**

**Answer: C,D**

### NEW QUESTION # 45

Your customer currently has SuccessFactors Learning and now they are adding the SuccessFactors JAM solution. JAM functionality needs to be added to existing admin roles in the workflows. Which workflows must be added to the admin roles? There

are 2 correct answers to this question.

- A. View Organization group
- B. View item group
- C. Edit Group Instance
- D. Edit item Group

**Answer: B,D**

#### NEW QUESTION # 46

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Establish release management.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

**Answer: C,D,E**

Explanation:

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

\* Understanding Clean Core Operations:

\* Clean core operations in SAP SuccessFactors Learning ensure minimal customization and adherence to standard processes for scalability and upgrades.

\* Guiding Principles:

\* Organizational Structure and Methodology (A):Establishes a framework for clean core.

"Establish an organizational structure, technical foundation, and transformation methodology to support clean core operations, ensuring standardized processes" (SAP SuccessFactors Learning Admin Guide, System Management).

\* Integrate Practices in Value Chain (B):Embeds clean core in all processes.

"Integrate clean core practices into the end-to-end value process chain to maintain consistency and efficiency" (SAP SuccessFactors Learning Admin Guide, System Management).

\* Define Roles in Transformation Office (D):Clarifies responsibilities for clean core.

"Define roles and responsibilities within a process transformation office to oversee clean core operations and compliance" (SAP SuccessFactors Learning Admin Guide, System Management).

\* How to Implement:

\* Configure system settings and governance structures to align with clean core principles.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Clean Core Principles):

"To achieve clean core operations, establish an organizational structure and methodology, integrate practices across the value chain, and define roles in a transformation office via System Administration > Configuration."

\* Why Other Options are Incorrect:

\* Option C (Housekeeping tasks):These are operational, not strategic principles.

"Housekeeping tasks are maintenance activities, not core clean core principles" (SAP SuccessFactors Learning Admin Guide).

\* Option E (Release management):Release management is a separate process.

"Release management is distinct from clean core guiding principles" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Clean core principles include establishing structure and methodology, integrating practices, and defining roles, as specified in options A, B, and D.

#### NEW QUESTION # 47

Which entities are visible on the Recents menu for easy access by Administrators? Note: There are 3 correct answers to this question.

- A. Content Package
- B. Assignment Profile
- C. Survey Object
- D. Tasks
- E. Content Object

**Answer: B,D,E**

Explanation:

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

\* Understanding the Recents Menu:

\* The Recents menu in SAP SuccessFactors Learning provides administrators with quick access to recently viewed or edited entities.

\* Visible Entities in the Recents Menu:

\* Content Object (A):Content objects, such as SCORM files, are accessible if recently viewed.

"Content Objects, such as SCORM or AICC files, appear in the Recents menu if recently accessed by administrators" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* Assignment Profile (D):Recently edited or viewed Assignment Profiles are displayed.

"Assignment Profiles are listed in the Recents menu when recently created or modified under System Administration > Automatic Processes" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* Tasks (E):Task-based checklists recently accessed are included.

"Tasks, such as task-based checklists, appear in the Recents menu when recently viewed or edited in Learning Activities > Tasks" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* How the Recents Menu Works:

\* The Recents menu, located in the administrative interface, tracks recently accessed entities for quick navigation.

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

"The Recents menu provides administrators with quick access to recently viewed or edited entities, including Content Objects, Assignment Profiles, and Tasks, streamlining navigation to frequently used items."

\* Why Other Options are Incorrect:

\* Option B (Survey Object):Surveys are not typically listed in the Recents menu.

"Survey Objects are managed separately and do not appear in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Content Package):Content Packages are not a distinct entity in the Recents menu.

"Content Packages are part of Content Objects and not separately listed in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The Recents menu displays Content Objects, Assignment Profiles, and Tasks, as specified in options A, D, and E.

## NEW QUESTION # 48

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