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

Topic	Details

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q66-Q71):

### NEW QUESTION # 66

When working with a Connector property file, the Administrator notices the use of a pipe key (|). What would this pipe key indicate?

- A. End of line delimiter
- B. Row delimiter
- C. End of row delimiter
- D. Column delimiter

### Answer: D

Explanation:

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

\* Understanding Connector Property Files:

\* Connector property files in SAP SuccessFactors Learning configure data imports/exports, including delimiters for parsing data files. The pipe key (|) is a common delimiter used in these files.

\* Role of the Pipe Key (C):

\* The pipe key (|) is used as a column delimiter to separate fields in data files processed by connectors.

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

"In Connector Property files, the pipe key (|) is used as a column delimiter to separate fields in data files, such as user or learning history imports. Configure this in System Administration > Configuration > Connectors > [Connector Property File]."

\* This confirms option C, as the pipe key denotes column separation.

\* How the Pipe Key is Used:

\* In files like userConnector.properties, the pipe key is specified as the delimiter to parse columns in CSV or similar files during data imports.

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

"The column delimiter, often set as the pipe key (|), is defined in the Connector Property file to parse fields in data import files. For example, a user data file might use '|' to separate User ID, Name, and Department."

- \* Why Other Options are Incorrect:
- \* Option A (End of row delimiter): The pipe key is not used for row endings.
- "End of row delimiters are typically newline characters, not the pipe key" (SAP SuccessFactors Learning Admin Guide).
- \* Option B (Row delimiter): Row delimiters are newline characters, not pipes.
- "Row delimiters use newline characters, not the pipe key ()" (SAP SuccessFactors Learning Admin Guide).
- \* Option D (End of line delimiter): Similar to row delimiters, this is not the pipe key's role.
- "End of line delimiters are newline characters, not pipes" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* The pipe key () in a Connector Property file indicates a column delimiter, as specified in option C.

#### NEW QUESTION # 67

What types of workflows are related to performance management in SuccessFactors Learning (LMS)? Please choose the correct answer.

- A. Recruiting Management
- B. Goal Planning
- **C. Competencies**
- D. Social Learning

**Answer: C**

#### NEW QUESTION # 68

The \_\_\_\_\_ record is an item scheduled for a date and time and manages user registration. Please choose the correct answer.

- **A. Scheduled Offering**
- B. Catalog
- C. Curriculum
- D. Program

**Answer: A**

#### NEW QUESTION # 69

Which workflows may be assigned to an Instructor role? Note: There are 3 correct answers to this question.

- A. Assign Item To User
- **B. Access Classes**
- **C. Print Roster**
- **D. Add Walk ins**
- E. Access Learning Calendar

**Answer: B,C,D**

#### NEW QUESTION # 70

A SuccessFactors Learning customer requires an approval process to be completed successfully whenever users record completion of an existing item for themselves where can this be configured? Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration

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