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## C-THR88-2505 Original Questions & Latest C-THR88-2505 Exam Objectives

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### SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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>
Topic 4	<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>
Topic 5	<ul style="list-style-type: none"><li>Creating Email Notifications, Certifications, and Approval Processes: This section of the exam measures skills of SAP Learning Administrators and covers the setup of automated communication workflows, certification tracking, and required approval chains. It ensures that learning processes are supported by timely notifications and regulatory documentation.</li></ul>

### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q27-Q32):

#### NEW QUESTION # 27

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

**Answer: B**

Explanation:

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

\* Understanding API Exploration:

\* SAP provides platforms for exploring released APIs, which are used for integrations with SAP SuccessFactors Learning.

\* SAP Business Accelerator Hub (B):

\* The SAP Business Accelerator Hub is the primary platform for discovering and exploring SAP APIs, including those for SuccessFactors Learning.

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

"The SAP Business Accelerator Hub provides a centralized platform to explore released APIs for SAP SuccessFactors, including Learning APIs, enabling developers to discover, test, and implement integrations."

- \* This confirms option B, as the Hub is the recommended tool.
- \* How to Use the Hub:
- \* Developers access the SAP Business Accelerator Hub to browse API documentation, test endpoints, and integrate with the LMS.
- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, API Management):  
"Access the SAP Business Accelerator Hub at <https://api.sap.com> to explore and test SAP SuccessFactors Learning APIs, including endpoints for user management, learning assignments, and completions."
- \* Why Other Options are Incorrect:
- \* Option A (SAP Integration Suite): This is for building integrations, not exploring APIs.  
"The SAP Integration Suite is used to create and manage integrations, not for API discovery" (SAP SuccessFactors Learning Admin Guide).
- \* Option C (SAP Application Interface Framework): This is for specific interface management, not API exploration.  
"The SAP Application Interface Framework manages custom interfaces, not API exploration" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* The SAP Business Accelerator Hub is used to explore released APIs, as specified in option B.

### NEW QUESTION # 28

Your customer wants to allow user-suggested courses to be promoted in the library.

Where should this be configured in System Administration Configuration < System Configuration?

- A. LIBRARY browseCatalogBannerContents[P2PRecommendation] =true
- B. LIBRARY catalogBrowseEnabled=false
- C. LIBRARY catalogSearch3Enabled=true
- D. LIBRARY browseCatalogBannerContents[LFRecommendation]= true

**Answer: C**

### NEW QUESTION # 29

In which formats can you export reports from SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. PPT
- B. HTML
- C. TXT
- D. csv
- E. PDF

**Answer: B,D,E**

Explanation:

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

\* Understanding Report Export Formats:

\* SAP SuccessFactors Learning supports multiple formats for exporting reports to meet different needs, such as analysis or sharing.

\* Supported Formats:

\* csv (A): For data analysis in spreadsheets.

"Reports can be exported as CSV files for data analysis in tools like Excel" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* PDF (B): For formatted, shareable documents.

"PDF exports provide a formatted, printable version of reports suitable for sharing" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* HTML (D): For web-based viewing.

"HTML exports allow reports to be viewed in a browser, supporting interactive formats" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* How to Export Reports:

\* In System Administration > Reports, select the report and choose the export format (csv, PDF, or HTML).

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

"To export reports, go to System Administration > Reports, select the report, and choose from supported formats: CSV, PDF, or HTML, based on the intended use."

\* Why Other Options are Incorrect:

- \* Option C (PPT):PowerPoint is not a supported export format.
- "PPT is not a supported export format for SAP SuccessFactors Learning reports" (SAP SuccessFactors Learning Admin Guide).
- \* Option E (TXT):Plain text is not a standard export format.
- "TXT is not a supported format for report exports in the LMS" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* Reports can be exported in CSV, PDF, and HTML formats, as specified in options A, B, and D.

### NEW QUESTION # 30

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

- A. Row delimiter
- B. End of line 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 # 31

Which of the following course details can you hide on the user's learning plan? Note: There are 3 correct answers to this question.

- A. Required date
- B. Item classification
- C. Item revision date
- D. Assignment type
- E. Assigned by

**Answer: C,D,E**

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