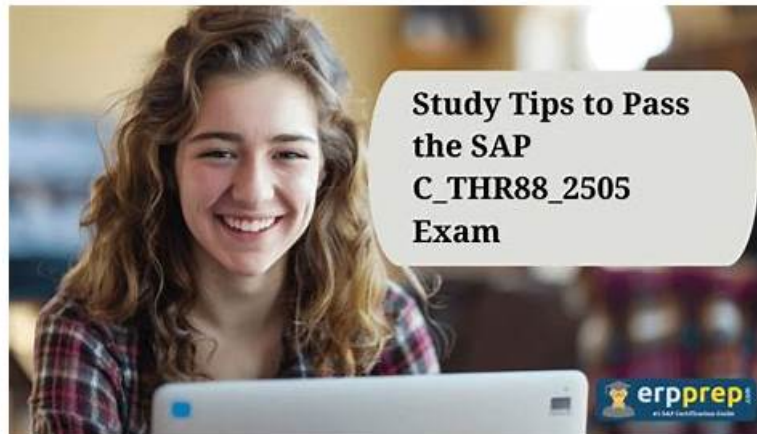


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.

Topic 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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 6	<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 7	<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 8	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q78-Q83):

NEW QUESTION # 78

What are the advantages of saving search results? Note: There are 2 correct answers to this question.

- A. Easy access to quickly recall criteria
- B. Preserve search results
- C. Search operator defaults to Any
- D. Preserve search criteria

Answer: A,D

Explanation:

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

* Understanding Saved Search Results:

* Saving search results in SAP SuccessFactors Learning allows administrators to store search criteria for reuse, improving efficiency when frequently accessing specific data (e.g., users, classes).

* Benefits of Saving Search Results:

* Preserve Search Criteria (A): Saving a search stores the criteria (e.g., filters, operators) for future use.

"Saving search results preserves the search criteria, allowing administrators to reuse the same filters without redefining them" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* Easy Access to Quickly Recall Criteria (B): Saved searches can be accessed quickly from the search interface, reducing manual effort.

"Saved searches provide easy access to previously defined criteria, enabling administrators to quickly recall and execute searches from the search menu" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* How to Save and Use Search Results:

* After performing a search, administrators can save it by naming the search and storing it for future access under the search

interface.

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

"To save a search, perform the search, then select 'Save Search' and provide a name. Saved searches are accessible from the search interface, preserving criteria for quick recall."

* Why Other Options are Incorrect:

* Option C (Preserve search results): Saving a search preserves the criteria, not the actual results, as results may change with updated data.

"Saved searches store criteria, not the results themselves, as data may change over time" (SAP SuccessFactors Learning Admin Guide).

* Option D (Search operator defaults to Any): The search operator is defined by the administrator and does not default to "Any" when saving searches.

"Search operators are set by the administrator and do not automatically default to 'Any' in saved searches" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The advantages of saving search results are preserving search criteria and providing easy access to recall criteria, as specified in options A and B.

NEW QUESTION # 79

Your customer has a large number of internal instructors that need to be added to SuccessFactors Learning.

These instructors need access to the My Classes tab. What is the best way to add multiple instructors at the same time and given them access to My Classes? Note: There are 2 correct answers to this question.

- A. Add instructors to the Related Instructor field of the user record
- B. Create the instructors using Learning -> Instructors -> Add New
- C. Add related users and instructor's roles to each row of the Entity Template Instructor file
- D. Use the Import Data tool

Answer: C,D

NEW QUESTION # 80

What are the benefits of placing learning entities in a Library? Note: There are 3 correct answers to this question.

- A. Users may be allowed to rate courses.
- B. Users may create new courses in the library.
- C. Users may remove unwanted courses from the library.
- D. Users may browse for and self-assign learning.
- E. Users may be allowed to recommend courses to others.

Answer: A,D,E

Explanation:

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

* Understanding Libraries in SAP SuccessFactors Learning:

* Libraries organize learning content (e.g., items, programs) for user access, enabling browsing, self-assignment, and interaction.

* Benefits of Libraries:

* Browse and Self-Assign (A): Users can browse libraries and self-assign content.

"Libraries allow users to browse available learning content and self-assign items, programs, or curricula based on their permissions" (SAP SuccessFactors Learning Admin Guide, Library Management).

* Rate Courses (B): Users can rate courses to provide feedback.

"Users with appropriate permissions can rate courses in a library, providing feedback visible to other learners" (SAP SuccessFactors Learning Admin Guide, Library Management).

* Recommend Courses (C): Users can recommend courses to others.

"Libraries support user recommendations, allowing learners to suggest courses to peers or colleagues" (SAP SuccessFactors Learning Admin Guide, Library Management).

* How Libraries Support These Features:

* Libraries are configured under Learning Activities > Libraries, with permissions set to enable browsing, ratings, and recommendations.

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

"To enable user interaction, configure library permissions in System Administration > Security to allow browsing, self-assignment,

course ratings, and recommendations. Users access these features via the library interface or Home Page."

* Why Other Options are Incorrect:

* Option D (Remove courses):Users cannot remove courses from libraries; this is an admin function.

"Removing content from libraries is restricted to administrators" (SAP SuccessFactors Learning Admin Guide).

* Option E (Create courses):Users cannot create courses in libraries.

"Course creation is an administrative task, not a user library function" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The benefits of placing learning entities in a library include browsing and self-assignment, rating courses, and recommending courses, as specified in options A, B, and C.

NEW QUESTION # 81

A customer wants only users in Australia to be able to self-register for a specific class. What must be set up to meet this requirement? Note: There are 2 correct answers to this question.

- A. The item and the class are in the Australia security domain.
- B. The item and the class are in the Australia library.
- C. The Australia library is in the Australia security domain.
- D. The Australia library is pushed to users using an assignment profile.

Answer: A,B

NEW QUESTION # 82

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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