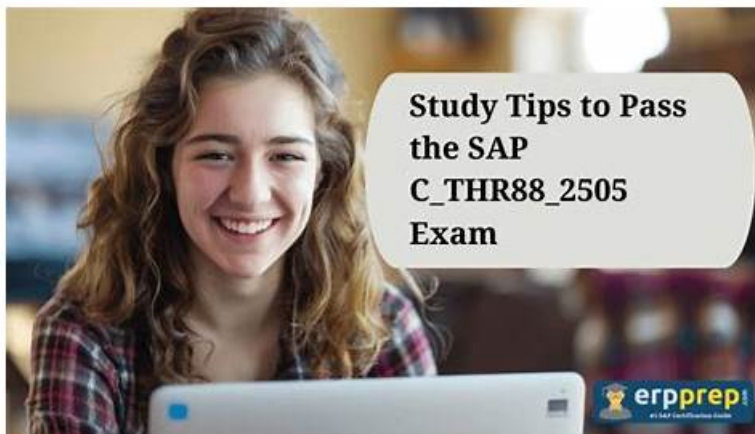


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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 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"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q26-Q31):

NEW QUESTION # 26

Your customer wants to use the same certificate of completion for all new items and programs. Where should the certificate be selected in order to satisfy this requirement? Note: There are 2 correct answers to this question.

- A. Default Certificate Template for Items
- B. Default Certificate Template for Programs
- C. Item record: Certificate Template
- D. Program record: Certificate Template

Answer: A,B

NEW QUESTION # 27

In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type from a Pool of Items
- B. #Hours of Specified Hour Type - Contact Hours
- C. #Hours of Specified Hour Type - Credit Hours
- D. #Items from Pool of Items

Answer: A

NEW QUESTION # 28

Your customer needs an item to track whether workers on the production factory floor have performed specific tasks. You create tasks to set up an observation checklist for this item. What item classification must be used for this item?

- A. Instructor Led (Scheduled Only)
- B. Other
- C. Online
- D. Blended (Scheduled and Online)

Answer: B

NEW QUESTION # 29

What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Initial Period
- B. Initial Basis
- C. Threshold
- D. Retraining Basis
- E. Basis Date

Answer: B,D,E

Explanation:

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

* Understanding Period-Based Settings for Curriculum Items:

* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.

* Basis Date (A):

* The Basis Date determines the reference date used to calculate due dates for training requirements.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."

* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.

* Retraining Basis (B):

* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."

* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.

* Initial Basis (D):

* The Initial Basis defines the starting point for the initial assignment of the training requirement.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."

* This setting ensures the 45-day initial due date is calculated correctly.

* Why Threshold (C) and Initial Period (E) are Incorrect:

* Threshold (C): Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.

"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).

* Initial Period (E): Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.

* Conclusion:

* The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

NEW QUESTION # 30

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They can be used as searchable attributes for assignment profiles and reporting.
- B. They automatically generate personalized learning recommendations for users.
- C. They can be referenced or unreferenced.
- D. They send automated e-mail reminders to users about upcoming assignments.

Answer: A,C

Explanation:

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

* Understanding User Custom Referenced Fields:

* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.

* Benefits of Custom Referenced Fields:

* Referenced or Unreferenced (A): These fields can be linked to other system entities (referenced) or standalone (unreferenced).

"User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).

* Searchable Attributes (C): They can be used in assignment profiles and reports for targeting or analyzing users.

"Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).

* How Custom Fields are Used:

* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.

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

"To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."

* Why Other Options are Incorrect:

* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations.

"Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).

* Option D (Automated reminders): Reminders are managed by notification settings, not custom fields.

"Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

NEW QUESTION # 31

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