C-THR88-2505 Latest Materials & C-THR88-2505 Guaranteed Success

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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

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The SAP C-THR88-2505 exam questions in the web-based practice test are real and accurate. This SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning (C-THR88-2505) practice exam is compatible with Mac, Linux, iOS, Android, and Windows. Likewise, no particular software installation or plugin is required because it is a browser-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning (C-THR88-2505) practice exam. Chrome, Internet Explorer, Firefox, Safari, Opera, and all the major browsers support the web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning (C-THR88-2505) practice exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q71-Q76):

NEW QUESTION # 71
Which attribute would you use to exclude the HR coordinators from the Permission Group for Administrators working in Germany?

- A. User name
- B. Location
- C. Department
- D. Job code

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Permission Groups:
* Permission Groups in SAP SuccessFactors Learning define which users have specific roles, such as Administrators, based on attributes like job code.
* Excluding HR Coordinators (B):
* The job code attribute is used to exclude specific roles (e.g., HR coordinators) from a Permission Group.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):
"To exclude users from a Permission Group, use attributes like job code to define the target population. For example, exclude users with the HR coordinator job code from the Administrator group in System Administration > Security > Permission Groups."
* This confirms option B, as job code is the most appropriate attribute.
* How to Configure:
* In the Permission Group settings, administrators define exclusion rules using job code to filter out HR coordinators.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Permission Group Configuration):
"In System Administration > Security > Permission Groups, create or edit a group and use the job code attribute to exclude specific roles, such as HR coordinators, from administrative permissions."
* Why Other Options are Incorrect:
* Option A (User name):User name is too specific for group-level exclusions.
"User name is used for individual user management, not group exclusions" (SAP SuccessFactors Learning Admin Guide).
* Option C (Department):Department may include other roles, not specific enough.
"Department is broader than job code and may not target specific roles" (SAP SuccessFactors Learning Admin Guide).
* Option D (Location):Location is unrelated to job roles like HR coordinator.
"Location is used for geographic filtering, not role-based exclusions" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The job code attribute is used to exclude HR coordinators from the Permission Group, as specified in option B.

NEW QUESTION # 72
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. Preserve search criteria
- D. Search operator defaults to Any

Answer: A,C

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 # 73
An Administrator is trying to link a new feedback survey to a recently completed training course in the SAP SuccessFactors Learning Management System. However, a warning message indicates that there is already an existing survey associated with this

training course. Which of the following options are available to the Administrator?

- A. Associate the new survey and keep the previous survey simultaneously.
- B. Edit the survey options and make the older survey anonymous.
- C. Edit the survey's Item Usage tab and replace the old survey.
- D. Exit the message and revise the survey.

Answer: C

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Feedback Surveys in SAP SuccessFactors Learning:
* Feedback surveys are linked to courses to collect learner feedback. When a survey is already associated with a course, administrators must manage existing associations to add a new survey.
* Replacing an Existing Survey (B):
* To link a new feedback survey to a course with an existing survey, administrators can edit the survey's Item Usage tab to replace the old survey.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Management):
"To replace an existing survey associated with a course, navigate to Learning Activities > Surveys, select the new survey, and go to the Item Usage tab. Edit the course association to replace the old survey with the new one."
* This confirms option B, as the Item Usage tab is used to manage survey associations.
* How to Replace a Survey:
* In the Survey entity, the Item Usage tab lists courses linked to the survey. Administrators can update the association to point to the new survey, effectively replacing the old one.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Configuration):
"The Item Usage tab in the Survey entity allows administrators to modify which courses are linked to a survey. To replace an existing survey, update the course association in this tab to reference the new survey ID."
* Why Other Options are Incorrect:
* Option A (Associate both surveys):The system does not allow multiple surveys to be active simultaneously for the same course.
"Only one survey can be associated with a course at a time; multiple simultaneous surveys are not supported" (SAP SuccessFactors Learning Admin Guide).
* Option C (Exit and revise):Exiting the message does not resolve the issue of replacing the survey.
"Exiting the warning message does not allow survey replacement; the Item Usage tab must be edited" (SAP SuccessFactors Learning Admin Guide).
* Option D (Make old survey anonymous):Anonymizing the old survey does not address the need to link a new survey.
"Anonymizing a survey changes response settings but does not facilitate replacement" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* To link a new survey, the Administrator should edit the survey's Item Usage tab to replace the old survey, as specified in option B.

NEW QUESTION # 74
Your customer has a group of administrators that assist with all aspects of managing scheduled offerings.
Different administrators have different responsibilities for defining offerings, removing offerings and answering internal questions on the offering schedule. What needs to be configured to enable these functions?

- A. Assign permissions to the administrator roles to add, delete, and view classes, as appropriate.
- B. Apply security domain groups for classes to the administrator roles.
- C. Use options listed on the Actions tab for classes to assign permissions to the administrator roles.
- D. Identify quick links for the class wizard for the administrator roles.

Answer: A

NEW QUESTION # 75
A customer created a scheduled type program and added an Instructor Led Item. They want to add just the item to the program and have the users select which classes they will take. However, when they tried to save the program, they got the following message: What would you advise them to do to get their desired outcome?

- A. Create a class for the item and add the class to the program.
- B. Create an open-ended or duration type program and add the item.
- C. Create a cohort and add the users and classes to the cohort.

- D. Create a Curriculum Requirement and add it to the program.

Answer: A

NEW QUESTION # 76

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