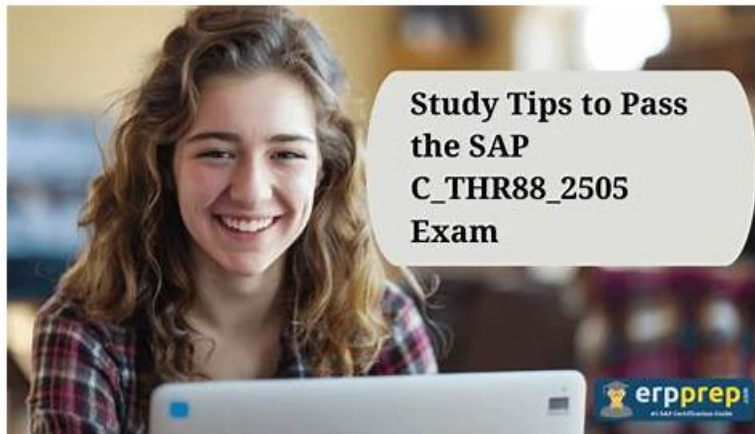


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<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 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"> 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 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q20-Q25):

NEW QUESTION # 20

Which of the following best describes the appropriate use of the instructor role designated for the E-signature Process in the SAP SuccessFactors Learning Management System?

- A. The instructor role for the E-signature Process can be used interchangeably for registration and withdrawal approvals as well.
- B. Instructors with the E-signature role are responsible for all types of approvals, including registration, withdrawal, and E-signature verifications.
- C. The instructor role for the E-signature Process is used to approve registration requests and manage class rosters.
- D. The instructor role for the E-signature Process should only be used for E-signatures and should NOT be added to approval processes for registration or withdrawal.

Answer: D

Explanation:

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

* Understanding the E-signature Process:

* The E-signature Process in SAP SuccessFactors Learning is used to verify learner completion of certain activities, such as acknowledging content, through electronic signatures.

* Instructor Role for E-signature (C):

* The instructor role designated for the E-signature Process is restricted to E-signature verification and should not be used for other approval processes, such as registration or withdrawal.

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

"The instructor role for the E-signature Process is specifically designated for verifying E-signatures in learning activities. This role should not be added to approval processes for registration, withdrawal, or other actions to maintain clear separation of responsibilities."

* This confirms option C, emphasizing the role's exclusivity to E-signatures.

* How the E-signature Role is Configured:

* Administrators assign the E-signature instructor role to specific users who verify signatures, ensuring it is not mixed with other

approval roles.

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

"To configure the E-signature instructor role, navigate to Learning Activities > Instructors, select the instructor, and assign the E-signature permission. This role is restricted to E-signature tasks and should not overlap with registration or withdrawal approvals."

* Why Other Options are Incorrect:

* Option A (Approve registration and manage rosters):The E-signature role is not used for registration or roster management.

"Registration and roster management are handled by other roles, not the E-signature instructor role" (SAP SuccessFactors Learning Admin Guide).

* Option B (All types of approvals):The E-signature role is specific to signatures, not a general approval role.

"The E-signature role is limited to signature verification, not general approvals" (SAP SuccessFactors Learning Admin Guide).

* Option D (Interchangeable for approvals):The role is not interchangeable with other approval processes.

"The E-signature role cannot be used interchangeably with other approval roles due to its specific purpose" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The E-signature instructor role should only be used for E-signatures and not for registration or withdrawal approvals, as specified in option C.

NEW QUESTION # 21

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

Answer: B,C

NEW QUESTION # 22

What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

- A. HTML
- B. OAI
- C. Browser
- D. SCORM
- E. xAPI

Answer: A,C,D

Explanation:

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

* Understanding Communication Protocols and Launch Methods:

* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.

* Supported Protocols and Methods:

* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.

"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).

* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.

"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).

* Browser (E):The browser is the primary launch method for accessing online content in the system.

"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).

* Why Other Options are Incorrect:

* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP

SuccessFactors Learning configurations compared to SCORM and AICC.

"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP SuccessFactors Learning Admin Guide).

* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning.

"OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION # 23

Your Customer would like to change 'SuccessFactors Learning' to 'ACME Training Company' wherever it appears in the application. Where can you customer change this value? Note: There are 2 correct answers to this question.

- A. System Admin -> Application Admin -> Branding Styles
- B. References -> Geography -> Lables
- C. System Admin -> Tools -> Label Import / Export
- D. System Admin -> Global Variables -> text replacement

Answer: C,D

NEW QUESTION # 24

Which features are possible when using the Assignment builder? Note: There are 2 correct answers to this question.

- A. Objectives may be created directly in Assessment builder
- B. Questions previously created using Question Library may be added to quiz-type Assessments
- C. Questions may be created directly in Assessment entity.
- D. Questions previously created using Question Library may be added to exam-type Assessments

Answer: C,D

NEW QUESTION # 25

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