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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"> • 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 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.
Topic 5	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q11-Q16):

NEW QUESTION # 11

Your customer requires that managers are notified when their employees successfully complete items. Where in Configuration is this setting enabled?

- A. User Settings -> Learning Plan Notification Settings
- B. Global Variables -> Mail -> Send Notification From
- C. Notification Templates

- D. Notification Syntax

Answer: A

NEW QUESTION # 12

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

Answer: A

NEW QUESTION # 13

What is the primary purpose of the Add Learning History for Multiple Courses tool in the SAP SuccessFactors Learning Management System?

- A. To create new courses within the learning management system
- B. To manually enroll users in multiple courses simultaneously
- **C. To automatically update the user's learning history with completed courses**
- D. To schedule future course enrollments for users

Answer: C

Explanation:

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

* Understanding the Add Learning History Tool:

* The Add Learning History for Multiple Courses tool is used to update learning records for multiple users or courses in bulk.

* Primary Purpose (B):

* The tool automatically updates users' learning history with completed courses, streamlining record management.

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

"The Add Learning History for Multiple Courses tool allows administrators to automatically update users' learning history with completed courses in bulk. Access this tool via Users > Tools > Add Learning History for Multiple Courses."

* How the Tool Works:

* Administrators upload a file or select courses and users to add completion records, which are reflected in the learning history.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Bulk History Updates):

"Use the Add Learning History for Multiple Courses tool to upload a CSV file or manually select users and courses to add completion records to their learning history efficiently."

* Why Other Options are Incorrect:

* Option A (Schedule enrollments): The tool does not schedule future enrollments.

"Scheduling enrollments is handled by class registration, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

* Option C (Manual enrollment): The tool updates history, not enrolls users.

"Manual enrollment is performed via class registration, not learning history updates" (SAP SuccessFactors Learning Admin Guide).

* Option D (Create courses): The tool does not create new courses.

"Course creation is managed under Learning Activities > Items, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The primary purpose of the Add Learning History for Multiple Courses tool is to automatically update users' learning history, as specified in option B.

NEW QUESTION # 14

You want to assign multiple courses that recur annually for new employees. How can you use the SAP Learning Management System to assign these courses?

- A. Add an item
- B. Add a class
- C. Add a program
- **D. Add a curriculum**

Answer: D

Explanation:

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

- * Understanding Recurring Course Assignments:
- * To assign multiple courses that recur annually for new employees, SAP SuccessFactors Learning uses curricula to manage recurring training requirements.
- * Using a Curriculum (A):
- * A curriculum is the appropriate entity for assigning multiple recurring courses, as it supports annual retraining and group assignments.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Management):
"To assign multiple courses with annual recurrence, create a curriculum in Learning Activities > Curricula, add the required courses, and configure annual retraining settings to ensure recurring assignments for new employees."
- * This confirms option A, as curricula are designed for this purpose.
- * How to Configure a Curriculum:
- * Create a curriculum, add courses, and set retraining intervals in the Content tab.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration):
"In Learning Activities > Curricula, create a curriculum, add multiple items (courses), and set the Retraining Basis to annual in the Content tab to assign recurring training to users."
- * Why Other Options are Incorrect:
- * Option B (Add a class):Classes are for scheduling specific sessions, not recurring assignments.
"Classes are scheduled instances of items, not suitable for recurring assignments" (SAP SuccessFactors Learning Admin Guide).
- * Option C (Add a program):Programs are for self-paced learning, not recurring requirements.
"Programs support self-paced learning, not annual recurrence" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Add an item):Items are individual courses, not grouped for recurrence.
"Items are single learning objects, not suited for grouped recurring assignments" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * To assign multiple recurring courses, the Administrator should add a curriculum, as specified in option A.

NEW QUESTION # 15

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. Customers can grant access to the dashboard to partners.**
- **B. Customers can use the dashboard in the dev, test, and production tenants.**
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. It can be accessed by using SAP For Me.

Answer: A,B

Explanation:

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

- * Understanding the Clean Core Dashboard:
- * The clean core dashboard in SAP SuccessFactors Learning monitors system health, compliance, and configuration across environments.
- * Features of the Dashboard:
- * Dev, Test, and Production Tenants (A):The dashboard is accessible in all tenant types.
"The clean core dashboard is available in development, test, and production tenants, allowing customers to monitor system status across all environments" (SAP SuccessFactors Learning Admin Guide, System Monitoring).
- * Grant Access to Partners (C):Customers can share dashboard access with authorized partners.
"Customers can grant access to the clean core dashboard to partners, such as implementation consultants, for collaborative system management" (SAP SuccessFactors Learning Admin Guide, System Monitoring).
- * How the Dashboard is Accessed:
- * The dashboard is accessed via SAP For Me or the system interface, with permissions configured for partners.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Dashboard Configuration):
"Access the clean core dashboard in dev, test, and production tenants via SAP For Me or the system interface."

* The clean core dashboard can be used in all tenants and shared with partners, as specified in options A and C.

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