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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q74-Q79):

### NEW QUESTION # 74

Which of the following functionalities are supported by Programs?

- A. Self-paced learning
- B. Approvals associated to items
- C. Tracking of retraining
- D. Prerequisites

**Answer: A**

Explanation:

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

\* Understanding Programs:

\* Programs in SAP SuccessFactors Learning are collections of learning content, such as items or curricula, designed to create structured learning paths.

\* Supported Functionality (A):

\* Programs support self-paced learning, allowing users to complete content at their own pace.

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

"Programs support self-paced learning, enabling users to complete assigned items, such as online courses or assessments, at their own pace without fixed schedules."

\* This confirms option A, as self-paced learning is a core feature of programs.

\* How Programs are Configured:

\* Administrators create programs and add self-paced items, which users access via their learning plan.

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

"To configure a program for self-paced learning, add online items or assessments to the program in Learning Activities > Programs > [Program] > Content tab. Users complete these at their discretion."

\* Why Other Options are Incorrect:

\* Option B (Approvals): Approvals are managed at the item or class level, not programs.

"Approval processes are configured for items or classes, not programs" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Tracking retraining): Retraining is managed by curricula, not programs.

"Retraining schedules are set in curricula, not programs" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Prerequisites): Prerequisites are item-level, not program-level.

"Prerequisites are defined for individual items, not programs" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Programs support self-paced learning, as specified in option A.

## NEW QUESTION # 75

When managers generate reports, which data sets or individuals' data are they authorized to include and access? Note: There are 3 correct answers to this question.

- A. Self Reports
- B. Indirect Reports
- C. All Direct Reports
- D. Peer Reports
- E. Direct Reports

**Answer: A,B,E**

Explanation:

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

\* Understanding Manager Report Access:

\* Managers in SAP SuccessFactors Learning can generate reports to view learning data for specific groups, such as their direct and indirect reports.

\* Authorized Data Sets:

\* Indirect Reports (A): Managers can include data for employees reporting to their direct reports.

"Managers can generate reports including indirect reports, covering employees under their direct reports' hierarchy" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* Direct Reports (B): Managers can include data for their immediate team.

"Direct reports' data is accessible in manager reports, showing learning progress for immediate team members" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* Self Reports (C): Managers can include their own learning data.

"Self Reports allow managers to include their own learning data in generated reports" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* How Managers Generate Reports:

\* In the Reporting section, managers select the scope (self, direct, indirect) to generate reports.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Reporting):

"Managers can generate reports in System Administration > Reports, selecting data for Self Reports, Direct Reports, and Indirect Reports to view learning progress across their hierarchy."

\* Why Other Options are Incorrect:

\* Option D (Peer Reports):Managers cannot access peer data unless specifically authorized.

"Peer Reports are not standard for managers unless explicitly configured" (SAP SuccessFactors Learning Admin Guide).

\* Option E (All Direct Reports):This is redundant, as Direct Reports (B) covers this.

"All Direct Reports' is included in Direct Reports, not a separate category" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Managers can include Indirect Reports, Direct Reports, and Self Reports in generated reports, as specified in options A, B, and C.

#### NEW QUESTION # 76

Once an Admin clicks the Launch Editor button to launch the Notification Template Editor for the first time, the content is populated from the default notification template to the new editor format. What can the Admin do now when using the Notification Template Editor? Note: There are 2 correct answers to this question.

- A. Add syntax tags from the list of tags to the message body or subject lines
- B. Add HTML tags to the message body
- C. Change the text of the message directly in the editor for each locale
- D. Make a change to the default template that will be reflected in the editor

Answer: A,D

#### NEW QUESTION # 77

What are the preferred methods to assign a program to just one user?

Note: There are 2 correct answers to this question.

- A. User entity Programs tab
- B. Manage User Learning Manage Assignments
- C. Job Code entity
- D. Assignment Profile

Answer: A,B

#### NEW QUESTION # 78

Which of the following entities can you add to a curriculum? Note: There are 3 correct answers to this question.

- A. Curriculum Requirement
- B. Item
- C. Class
- D. Program
- E. Sub-Curricula

Answer: A,B,E

Explanation:

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

\* Understanding Curriculum Content:

\* Curricula in SAP SuccessFactors Learning can include various entities to structure training requirements.

\* Addable Entities:

\* Curriculum Requirement (A):Defines specific completion criteria.

"Curriculum Requirements can be added to a curriculum to specify completion conditions, such as items or hours" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

\* Sub-Curricula (C):Nested curricula for complex requirements.

"Sub-Curricula can be added to a main curriculum to create nested training structures" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

\* Item (D): Individual learning objects like courses or exams.

"Items, such as online courses or exams, can be added to a curriculum to define required training" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

\* How to Add Entities:

\* In Learning Activities > Curricula > [Curriculum] > Content tab, add these entities.

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

"To add entities to a curriculum, go to Learning Activities > Curricula > [Curriculum] > Content tab and select Curriculum Requirements, Sub-Curricula, or Items to include in the training structure."

\* Why Other Options are Incorrect:

\* Option B (Class): Classes are scheduled instances, not added to curricula.

"Classes are scheduled offerings of items, not directly added to curricula" (SAP SuccessFactors Learning Admin Guide).

\* Option E (Program): Programs are separate entities, not curriculum components.

"Programs are standalone learning paths, not added to curricula" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Entities that can be added to a curriculum include Curriculum Requirements, Sub-Curricula, and Items, as specified in options A, C, and D.

## NEW QUESTION # 79

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