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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q66-Q71):

NEW QUESTION # 66
Which of the following fields must be used in order to force an Approval Process to Withdraw from a Scheduled Offering?
Note: There are 2 correct answers to this question.

- A. Withdraw Approval Process
- B. Approval Required
- C. Withdraw Approval Required
- D. Approval Process

Answer: A,C

NEW QUESTION # 67
What must be configured to upload an AICC or SCORM course to a content server using the Import Content tool?

- A. A deployment location
- B. A test item
- C. A test content object
- D. A curriculum

Answer: A

NEW QUESTION # 68
How does a customer manages an administrator's ability to configure custom columns? There are 2 correct answers to this question.

- A. Define the record configuration for entities to enable custom columns.
- B. Enable workflows for custom columns for entities in the system administration category.
- C. Assign the ALL role to the Administrator's admin ID.
- D. Enable workflows for entities in user management and learning management categories to provide access to custom columns.

Answer: A,B

NEW QUESTION # 69
Which attribute would you use to exclude the HR coordinators from the Permission Group for Administrators working in Germany?

- A. Location
- B. Department
- C. User name
- 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 # 70
In which sections of the New Home Learning Experience will the user see administrator or system-assigned learning? Note: There are 2 correct answers to this question.

- A. Under the Invest in Myself Section
- B. Under the Recommended Section
- C. Under the Required Learning Section
- D. Under the Important Learning Section

Answer: C,D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding the New Home Learning Experience:
* The New Home Learning Experience in SAP SuccessFactors Learning organizes content on the user's Home Page, including sections for assigned learning.
* Sections for Assigned Learning:
* Important Learning Section (C):Displays priority or administrator-assigned learning.
"The Important Learning Section on the Home Page displays administrator-assigned or system-assigned learning with high priority" (SAP SuccessFactors Learning User Guide, Home Page).
* Required Learning Section (D):Shows mandatory learning assignments.
"The Required Learning Section displays mandatory learning assignments, such as curricula or items, assigned by administrators or the system" (SAP SuccessFactors Learning User Guide, Home Page).
* How Content is Displayed:
* Administrator or system-assigned learning appears in these sections to ensure visibility.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):
"In the New Home Learning Experience, administrator- or system-assigned learning appears in the Important Learning Section for priority content and the Required Learning Section for mandatory assignments, ensuring users see critical training."
* Why Other Options are Incorrect:
* Option A (Recommended Section):This is for suggested, not assigned, content.
"The Recommended Section displays suggested content, not administrator-assigned learning" (SAP SuccessFactors Learning User Guide).
* Option B (Invest in Myself Section):This is for optional, user-selected content.
"The Invest in Myself Section shows optional content users can self-assign, not mandatory assignments" (SAP SuccessFactors Learning User Guide).
* Conclusion:
* Users see administrator or system-assigned learning in the Important Learning and Required Learning sections, as specified in options C and D.

NEW QUESTION # 71

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