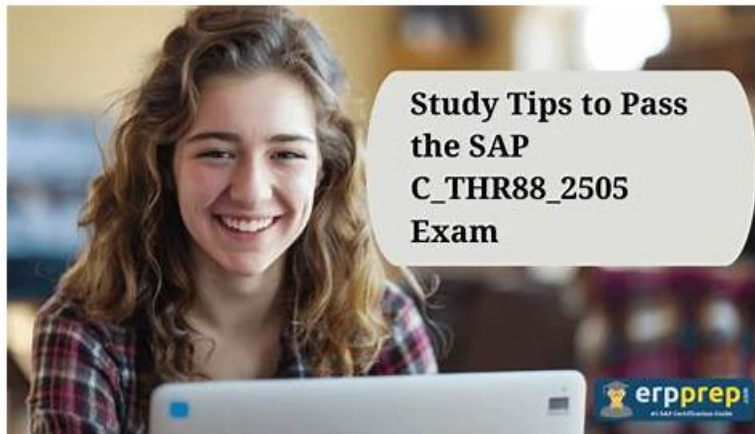


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q48-Q53):

NEW QUESTION # 48

Which Learning Management System property file is used to configure integration settings?

- A. Bizx
- B. Content Import
- C. Library
- D. Connectors

Answer: A

Explanation:

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

* Understanding Property Files for Integration:

* SAP SuccessFactors Learning uses property files to configure system settings, including integrations with other modules like SAP SuccessFactors HCM.

* Bizx Property File (C):

* The Bizx property file is used to configure integration settings between SAP SuccessFactors Learning and the SAP SuccessFactors HCM suite.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, System Configuration):

"The Bizx property file (bizx.properties) is used to configure integration settings for SAP SuccessFactors Learning, including single sign-on (SSO), data synchronization, and embedded learning integration with the SAP SuccessFactors HCM suite."

* Why Other Options are Incorrect:

* Option A (Connectors): Connectors are used for specific data imports/exports, not general integration settings.

"Connectors are used for automated data imports and exports, such as user or learning history data" (SAP SuccessFactors Learning Admin Guide).

* Option B (Library): Library settings manage content organization, not integrations.

* Option D (Content Import): Content Import is for importing learning content, not configuring integrations.

* Conclusion:

* The Bizx property file is used to configure integration settings, making option C correct.

NEW QUESTION # 49

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Integrate clean core practices in the end-to-end value process chain.
- D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E. Establish release management.

Answer: B,C,D

Explanation:

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

* Understanding Clean Core Operations:

* Clean core operations in SAP SuccessFactors Learning ensure minimal customization and adherence to standard processes for scalability and upgrades.

* Guiding Principles:

* Organizational Structure and Methodology (A):Establishes a framework for clean core.

"Establish an organizational structure, technical foundation, and transformation methodology to support clean core operations, ensuring standardized processes" (SAP SuccessFactors Learning Admin Guide, System Management).

* Integrate Practices in Value Chain (B):Embeds clean core in all processes.

"Integrate clean core practices into the end-to-end value process chain to maintain consistency and efficiency" (SAP SuccessFactors Learning Admin Guide, System Management).

* Define Roles in Transformation Office (D):Clarifies responsibilities for clean core.

"Define roles and responsibilities within a process transformation office to oversee clean core operations and compliance" (SAP SuccessFactors Learning Admin Guide, System Management).

* How to Implement:

* Configure system settings and governance structures to align with clean core principles.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Clean Core Principles):

"To achieve clean core operations, establish an organizational structure and methodology, integrate practices across the value chain, and define roles in a transformation office via System Administration > Configuration."

* Why Other Options are Incorrect:

* Option C (Housekeeping tasks):These are operational, not strategic principles.

"Housekeeping tasks are maintenance activities, not core clean core principles" (SAP SuccessFactors Learning Admin Guide).

* Option E (Release management):Release management is a separate process.

"Release management is distinct from clean core guiding principles" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Clean core principles include establishing structure and methodology, integrating practices, and defining roles, as specified in options A, B, and D.

NEW QUESTION # 50

For which of these content object launch methods should you always select the 'Mark this object complete when launched' checkbox?

Note: There are 2 correct answers to this question.

- A. SCORM 1.2
- **B. Document Type**
- C. AICC
- **D. Browser**

Answer: B,D

NEW QUESTION # 51

What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

- A. It allows Administrators to control user access to certain parts of the course content.
- B. It restricts users to a predefined learning path, reducing the flexibility of the course.
- **C. It enables the creation of adaptive assessments in the Assessment builder to tailor exams based on user performance.**
- D. It simplifies the process of grading by automatically assigning scores based on the number of linked objectives.

Answer: C

Explanation:

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

* Understanding Learning Objectives:

* Linking learning objectives to content items, attributes, and exams allows for structured assessment and tracking of learner proficiency.

* Advantage of Linking Objectives (A):

- * Linking enables adaptive assessments that adjust based on user performance, enhancing personalized learning.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Assessment Management):
"Linking learning objectives to content items, attributes, and exams enables the Assessment builder to create adaptive assessments that tailor questions based on user performance, improving learning outcomes."
- * This confirms option A, as adaptive assessments are a key benefit.
- * How Adaptive Assessments Work:
- * In the Assessment builder, objectives are linked to questions, allowing the system to adjust question difficulty or selection based on responses.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Assessment Configuration):
"The Assessment builder uses linked objectives to create adaptive assessments, dynamically selecting questions based on the learner's performance to align with defined objectives."
- * Why Other Options are Incorrect:
- * Option B (Automatic grading): Grading is based on question settings, not objective linking.
"Grading is configured per question, not directly tied to objective linking" (SAP SuccessFactors Learning Admin Guide).
- * Option C (Restricts learning path): Objective linking enhances flexibility, not restricts it.
"Linking objectives supports flexible, adaptive learning, not restrictive paths" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Control access): Access control is managed by permissions, not objectives.
"User access is controlled by role-based permissions, not objective linking" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * Linking objectives enables adaptive assessments in the Assessment builder, as specified in option A.

NEW QUESTION # 52

How can you set up SuccessFactors Learning to automatically assign training to users? Note: There are 2 correct answers to this question.

- A. 1. Create an item
2. Create an assignment profile
3. Add item to the assignment profile
4. Propagate the assignment profile
- B. 1. Create an item
2. Create a job code
3. Add the item to the job code
4. Add the job code to the user records
- C. 1. Create a curriculum
2. Create a curriculum requirement
3. Add the requirement to the curriculum
4. Add learning events to the user records
- D. 1. Create a program
2. Add the item to the program
3. Add the program to an assignment profile
4. Propagate the assignment profile

Answer: A,D

NEW QUESTION # 53

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