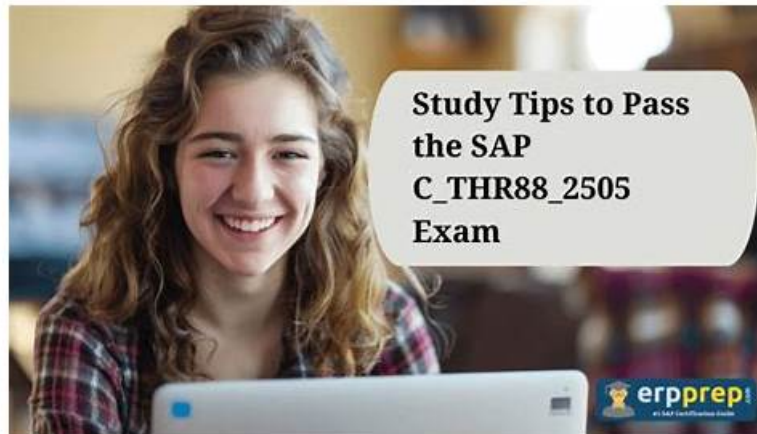


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q33-Q38):

### NEW QUESTION # 33

What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Initial Period
- B. Initial Basis
- C. Retraining Basis
- D. Threshold
- E. Basis Date

Answer: B,C,E

Explanation:

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

\* Understanding Period-Based Settings for Curriculum Items:

\* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.

\* Basis Date (A):

\* The Basis Date determines the reference date used to calculate due dates for training requirements.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."

\* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.

\* Retraining Basis (B):

\* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."

\* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.

\* Initial Basis (D):

\* The Initial Basis defines the starting point for the initial assignment of the training requirement.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."

\* This setting ensures the 45-day initial due date is calculated correctly.

\* Why Threshold (C) and Initial Period (E) are Incorrect:

\* Threshold (C): Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.

"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).

\* Initial Period (E): Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.

\* Conclusion:

\* The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

#### NEW QUESTION # 34

What types of workflows are related to performance management in SuccessFactors Learning (LMS)? Please choose the correct answer.

- **A. Competencies**
- B. Goal Planning
- C. Recruiting Management
- D. Social Learning

**Answer: A**

#### NEW QUESTION # 35

The SuccessFactors Learning system can allow supervisors to assign a user in the system to act as a supervisor for all of their subordinates. How would you enable this option for a supervisor? There are 2 correct answers to this question.

- A. Select an alternate job code for the acting supervisor in the user record.
- **B. Select Allow Supervisors to Delegate Selected Permissions in the global variables.**
- **C. Select Allow Supervisors to Delegate Predefined Permissions in the global variables.**
- D. Select Manage Alternate Supervisors for the acting supervisor in the user record.

**Answer: B,C**

### NEW QUESTION # 36

As an Administrator designing a multiple-choice quiz, you have the randomization feature for answer choices enabled by default. In which scenarios should you ensure that the Randomize Answers slider is turned off?

Note: There are 2 correct answers to this question.

- A. When you want the answer choices to be listed alphabetically.
- B. When you believe the first answer choice is always correct.
- C. When you want to ensure the answers appear in the specific order you entered them.
- D. When using answer choices such as "All of the above," and you want it to appear as the last answer consistently.

**Answer: C,D**

Explanation:

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

\* Understanding Randomization in Quizzes:

\* By default, SAP SuccessFactors Learning randomizes answer choices in multiple-choice quizzes to prevent memorization, but this can be disabled for specific scenarios.

\* Scenarios for Disabling Randomization:

\* All of the Above as Last Answer (C):Ensures "All of the above" remains the last option.

"Disable the Randomize Answers slider when using options like 'All of the above' to ensure it consistently appears as the last answer choice" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

\* Specific Order (D):Maintains the order in which answers were entered.

"Turn off the Randomize Answers slider to ensure answer choices appear in the exact order entered by the administrator" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

\* How to Configure:

\* In Learning Activities > Quizzes > [Quiz] > Questions, disable the Randomize Answers slider for specific questions.

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

"To control answer order, go to Learning Activities > Quizzes > [Quiz] > Questions, select a question, and disable the Randomize Answers slider when 'All of the above' must be last or answers must follow a specific order."

\* Why Other Options are Incorrect:

\* Option A (First answer always correct):This is not a valid reason to disable randomization.

"Randomization is unrelated to answer correctness; it controls display order" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Alphabetical order):Randomization does not produce alphabetical order.

"Alphabetical ordering requires manual arrangement, not disabling randomization" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Disable the Randomize Answers slider when "All of the above" must be last or answers need specific order, as specified in options C and D.

### NEW QUESTION # 37

What happens when the Prevent Resource Conflicts setting is enabled in SuccessFactors Learning?

- A. Administrators receive a conflict message that stop them from saving the scheduled offering with a resource engaged for the same date and time
- B. Administrators receive a conflict message that they can bypass when saving the scheduled offering with a resource engaged for the same date and time
- C. Administrators are prevented from scheduling instructors to deliver two scheduled offerings at the same time
- D. Administrators are prevented from scheduling multiple scheduled offerings at the same time at a facility

**Answer: A**

### NEW QUESTION # 38

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