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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.
Topic 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q54-Q59):

NEW QUESTION # 54
What fields are required in the standard user connector to create user accounts?

- A. User ID, Email Address
- B. Active, User ID
- C. Active, Email Address
- D. First Name, Last Name

Answer: B

NEW QUESTION # 55
Which of the following describes the characteristics of a Quiz Assessment? Note: There are 2 correct answers to this question.

- A. Quiz questions can be added to the question library.
- B. Quiz questions can be linked to objectives.
- C. Quiz questions exist only in the specific quiz for which they are created.

- D. Quizzes CANNOT be timed.

Answer: B,C

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Quiz Assessments:
* Quiz assessments in SAP SuccessFactors Learning are used to test learner knowledge, with specific characteristics governing question management and functionality.
* Characteristics of Quiz Assessments:
* Questions Specific to Quiz (A):Quiz questions are created for a specific quiz and are not stored in the Question Library unless explicitly added.
"Quiz questions are created within the specific quiz and exist only for that quiz unless manually added to the Question Library" (SAP SuccessFactors Learning Admin Guide, Quiz Management).
* Linked to Objectives (C):Questions can be associated with learning objectives for competency tracking.
"Quiz questions can be linked to learning objectives to align assessments with specific competencies or goals" (SAP SuccessFactors Learning Admin Guide, Quiz Management).
* How Quizzes are Configured:
* In Learning Activities > Quizzes, administrators create questions within the quiz and link them to objectives if needed.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Quiz Configuration):
"To create a quiz, go to Learning Activities > Quizzes, add questions specific to the quiz, and optionally link them to objectives in the question settings to track competencies."
* Why Other Options are Incorrect:
* Option B (Quizzes cannot be timed):Quizzes can be timed, unlike exams.
"Quizzes can be configured with time limits in the quiz settings" (SAP SuccessFactors Learning Admin Guide).
* Option D (Added to Question Library):Questions are not automatically added to the Question Library.
"Quiz questions must be manually added to the Question Library; they are not stored there by default" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Quiz assessments are characterized by questions existing only in the specific quiz and being linkable to objectives, as specified in options A and C.

NEW QUESTION # 56
Which communication standards would you use to implement an acknowledgement statement that confirms learners have understood specific sections of online content?

- A. Browser
- B. AICC Wrapper
- C. SCORM
- D. Document Type

Answer: C

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Acknowledgement Statements:
* Acknowledgement statements confirm that learners have understood specific sections of online content. In SAP SuccessFactors Learning, these are typically implemented using e-learning standards that support tracking user interactions.
* Role of SCORM:
* SCORM (Sharable Content Object Reference Model) is the primary standard used to track learner interactions, including acknowledgements, in SAP SuccessFactors Learning.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Content Management):
"SCORM (1.2 and 2004) is used to implement and track interactive content, including acknowledgement statements, in SAP SuccessFactors Learning. SCORM content can record learner interactions, such as confirming understanding of specific sections, and report them to the LMS."
* This confirms option A, as SCORM supports the tracking required for acknowledgement statements.
* How SCORM Implements Acknowledgements:
* SCORM content can include interactive elements (e.g., buttons or checkboxes) that learners must complete to acknowledge understanding, with completion data sent to the LMS.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, SCORM Configuration):

"SCORM content can be configured to require learners to acknowledge specific sections, such as through interactive prompts, with completion status recorded in the learner's history."
* Why Other Options are Incorrect:
* Option B (AICC Wrapper):AICC is an older standard and less commonly used for interactive acknowledgements compared to SCORM.
"AICC supports basic content tracking but is less flexible than SCORM for interactive elements like acknowledgements" (SAP SuccessFactors Learning Admin Guide).
* Option C (Browser):The browser is a delivery mechanism, not a standard for tracking acknowledgements.
"Browsers deliver content but do not provide tracking mechanisms for acknowledgements" (SAP SuccessFactors Learning Admin Guide).
* Option D (Document Type):Document Type refers to file formats, not a communication standard.
"Document Type defines file formats, not tracking standards for learning content" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* SCORM is the communication standard used to implement acknowledgement statements, as specified in option A.

NEW QUESTION # 57
A customer wants a scheduled offering to allow self-registration.
In addition to selecting the Self Registration option on the Scheduled Offering, what else needs to be done?
Note: There are 2 correct answers to this question.

- A. The Self Registration checkbox must be selected on the Item entity.
- B. The class must be in a library that users can see.
- C. The registration cutoff date must be in the future.
- D. The class must be in a library that managers/approvers can view.

Answer: A,B

NEW QUESTION # 58
What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

- A. OAI
- B. Browser
- C. SCORM
- D. HTML
- E. xAPI

Answer: B,C,D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Communication Protocols and Launch Methods:
* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.
* Supported Protocols and Methods:
* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.
"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).
* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.
"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).
* Browser (E):The browser is the primary launch method for accessing online content in the system.
"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).
* Why Other Options are Incorrect:
* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP SuccessFactors Learning configurations compared to SCORM and AICC.
"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP

SuccessFactors Learning Admin Guide).
* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning.
"OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION # 59
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