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Cut Score:	55%
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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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 3	<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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q76-Q81):

NEW QUESTION # 76

A customer needs to create a blended item.

What tabs of the item record need to be populated for the system to detect that the classification is blended?

Note: There are 2 correct answers to this question.

- A. Documents tab
- B. Notifications tab
- C. Agenda Template tab
- D. Online Content tab

Answer: C,D

NEW QUESTION # 77

A training company offers various courses, including Microsoft Advanced Topics and Microsoft Word. The Administrator wants to implement a feature where students who successfully complete the Microsoft Advanced Topics course automatically receive credit for the Microsoft Word course, without having to enroll or take it separately. In which entity should the Administrator configure this relationship to ensure seamless credit transfer between the two courses?

- A. Microsoft Advanced Topics
- B. Both Microsoft Advanced Topics and Microsoft Word
- C. Microsoft Word
- D. Neither Microsoft Advanced Topics and Microsoft Word

Answer: A

Explanation:

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

* Understanding Credit Transfer Between Courses:

* In SAP SuccessFactors Learning, automatic credit transfer for one course based on completion of another is achieved through a substitute relationship, where completing one course (e.g., Microsoft Advanced Topics) grants credit for another (e.g., Microsoft Word).

* Configuring the Relationship (C):

* The substitute relationship is configured in the course that grants the credit (Microsoft Advanced Topics), not the course receiving the credit.

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

"To configure automatic credit transfer, set a substitute relationship in the source item (e.g., Microsoft Advanced Topics) to grant credit for the target item (e.g., Microsoft Word). Navigate to Learning Activities > Items > [Source Item] > Substitute tab to define the relationship."

* This confirms option C, as the configuration is done in Microsoft Advanced Topics.

* How Substitute Relationships Work:

* In the Substitute tab of the source item, administrators specify the target item for which credit is granted upon completion.

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

"The Substitute tab in an item allows administrators to define which other items receive automatic credit upon completion of the source item. This ensures seamless credit transfer without requiring separate enrollment."

* Why Other Options are Incorrect:

* Option A (Both courses): The relationship is configured in the source item only, not both.

"Substitute relationships are defined in the source item granting credit, not both items" (SAP SuccessFactors Learning Admin Guide).

* Option B (Microsoft Word): The target item does not define the substitute relationship.

"The target item receiving credit does not require configuration for substitutes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Neither): A substitute relationship must be configured in the source item.

"Credit transfer requires a substitute relationship configured in the source item" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should configure the substitute relationship in the Microsoft Advanced Topics course, as specified in option C.

NEW QUESTION # 78

Which security features should an Administrator configure to give users access to SAP SuccessFactors HCM Administrator Tools?

Note: There are 3 correct answers to this question.

- A. Permission Roles
- B. Role-Based Permissions
- C. Permission Groups
- D. Permission Reports
- E. References

Answer: A,B,C

Explanation:

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

* Understanding HCM Administrator Tools Access:

* Access to SAP SuccessFactors HCM Administrator Tools, including Learning, is controlled through security settings.

* Security Features:

* Role-Based Permissions (A): Define specific actions users can perform.

"Role-Based Permissions control access to HCM Administrator Tools, including Learning, by defining specific actions for roles" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Groups (C): Group users for permission assignment.

"Permission Groups organize users for assigning permissions to access HCM Administrator Tools" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Roles (D): Define the roles with specific permissions.

"Permission Roles, assigned to Permission Groups, grant access to HCM Administrator Tools like Learning" (SAP SuccessFactors Learning Admin Guide, Security Management).

* How to Configure:

* Configure these in System Administration > Security to grant access to administrators.

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

"To grant access to HCM Administrator Tools, configure Role-Based Permissions, Permission Groups, and Permission Roles in System Administration > Security to define who can access Learning administration features."

* Why Other Options are Incorrect:

* Option B (Permission Reports): Reports are for data analysis, not access control.

"Permission Reports analyze access, not grant it" (SAP SuccessFactors Learning Admin Guide).

* Option E (References):References are data fields, not security features.

"References are used for data mapping, not security configuration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Role-Based Permissions, Permission Groups, and Permission Roles are configured for access to HCM Administrator Tools, as specified in options A, C, and D.

NEW QUESTION # 79

Which entities are visible on the Recents menu for easy access by Administrators? Note: There are 3 correct answers to this question.

- A. Assignment Profile
- B. Survey Object
- C. Tasks
- D. Content Object
- E. Content Package

Answer: A,C,D

Explanation:

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

* Understanding the Recents Menu:

* The Recents menu in SAP SuccessFactors Learning provides administrators with quick access to recently viewed or edited entities.

* Visible Entities in the Recents Menu:

* Content Object (A):Content objects, such as SCORM files, are accessible if recently viewed.

"Content Objects, such as SCORM or AICC files, appear in the Recents menu if recently accessed by administrators" (SAP SuccessFactors Learning Admin Guide, System Navigation).

* Assignment Profile (D):Recently edited or viewed Assignment Profiles are displayed.

"Assignment Profiles are listed in the Recents menu when recently created or modified under System Administration > Automatic Processes" (SAP SuccessFactors Learning Admin Guide, System Navigation).

* Tasks (E):Task-based checklists recently accessed are included.

"Tasks, such as task-based checklists, appear in the Recents menu when recently viewed or edited in Learning Activities > Tasks" (SAP SuccessFactors Learning Admin Guide, System Navigation).

* How the Recents Menu Works:

* The Recents menu, located in the administrative interface, tracks recently accessed entities for quick navigation.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, System Navigation):

"The Recents menu provides administrators with quick access to recently viewed or edited entities, including Content Objects, Assignment Profiles, and Tasks, streamlining navigation to frequently used items."

* Why Other Options are Incorrect:

* Option B (Survey Object):Surveys are not typically listed in the Recents menu.

"Survey Objects are managed separately and do not appear in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

* Option C (Content Package):Content Packages are not a distinct entity in the Recents menu.

"Content Packages are part of Content Objects and not separately listed in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Recents menu displays Content Objects, Assignment Profiles, and Tasks, as specified in options A, D, and E.

NEW QUESTION # 80

Your customer has a group of administrators that assist with all aspects of managing scheduled offerings.

Different administrators have different responsibilities for defining offerings, removing offerings and answering internal questions on the offering schedule. What needs to be configured to enable these functions?

- A. Use options listed on the Actions tab for classes to assign permissions to the administrator roles.
- B. Apply security domain groups for classes to the administrator roles.
- C. Assign permissions to the administrator roles to add, delete, and view classes, as appropriate.
- D. Identify quick links for the class wizard for the administrator roles.

Answer: C

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