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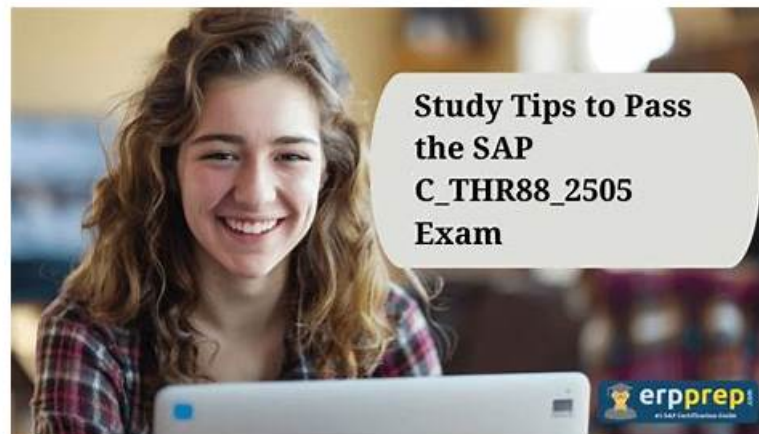
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## SAP C-THR88-2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 3 | • 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 | • 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 5 | • 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 6 | • 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. |
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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q29-Q34):

NEW QUESTION # 29
As an Administrator you are planning a new course that combines online modules with live workshops. The course's online modules include various content objects, assessment objects, and folder objects. How would you structure this course to implement a blended learning approach and ensure content objects are properly assigned?

- A. Create individual online items that include content objects, assessment objects, and folder objects, and schedule instructor-led sessions independently of the online material.
- B. Assign each content object independently to users, allowing them to access both the online and live components at their convenience.
- C. Offer the course entirely online, with content objects and assessment objects freely accessible at any time, while providing optional live sessions without fixed schedules.
- D. Group the online content objects into an assignable unit or item, and schedule specific dates and times for the instructor-led sessions, restricting access to online content based on the class schedule.

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Blended Learning:
* A blended learning approach combines online and instructor-led components, requiring structured content and scheduling.
* Correct Approach (D):
* Grouping online content into an assignable unit (item) and scheduling instructor-led sessions with restricted online access ensures a cohesive blended learning experience.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Blended Learning Configuration):
"For blended learning, group online content objects (e.g., SCORM, assessments) into an item, and create a class for instructor-led sessions with specific dates and times. Restrict online content access based on the class schedule to align with the blended learning path."
* How to Implement:
* Create an item for online content, schedule a class for instructor-led sessions, and use settings to control access (e.g., prerequisites or time-based restrictions).
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Course Management):
"To structure a blended course, create an item for online components and a class for instructor-led sessions.
Use access restrictions, such as class enrollment or completion dependencies, to control when online content is available."
* Why Other Options are Incorrect:
* Option A (Independent scheduling):Independent scheduling lacks integration between online and instructor-led components.
"Independent scheduling of online and instructor-led components does not ensure a cohesive blended learning experience" (SAP SuccessFactors Learning Admin Guide).
* Option B (Independent assignment):Assigning content independently lacks structure and control.
"Independent assignment of content objects does not align with a structured blended learning approach" (SAP SuccessFactors Learning Admin Guide).

* Option C (Fully online with optional sessions):This does not represent a true blended approach.
"A fully online course with optional sessions is not a blended learning structure" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The best approach is to group online content into an item, schedule instructor-led sessions, and restrict online access based on the class schedule, as specified in option D.

## NEW QUESTION # 30

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

**Answer: A,C**

## NEW QUESTION # 31

Which integration function should be configured to give employees access to the SAP SuccessFactors Learning Management System from the SAP SuccessFactors HCM Suite?

- A. Web service integration
- B. Content API integration
- C. Embedded learning integration
- D. Single Sign-On (SSO) integration

**Answer: C**

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Integration with HCM Suite:
* Integrating SAP SuccessFactors Learning with the SAP SuccessFactors HCM Suite allows employees to access learning content directly from the HCM interface, enhancing user experience.
* Embedded Learning Integration (C):
* Embedded learning integration enables seamless access to the Learning Management System (LMS) within the HCM Suite.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Integration Configuration):
"Embedded learning integration allows employees to access SAP SuccessFactors Learning content directly from the HCM Suite interface, such as the Home Page or Learning Plan, without navigating to a separate LMS portal."
* This confirms option C, as embedded learning is the correct integration method.
* How Embedded Learning is Configured:
* Configure the integration in Provisioning by setting the Learning Integration URL and Service Provider settings, enabling single sign-on (SSO) and embedded access.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Embedded Learning Setup):
"To enable embedded learning, configure the Learning Integration URL and Service Provider settings in Provisioning. This allows employees to access learning content seamlessly within the HCM Suite via SSO."
* Why Other Options are Incorrect:
* Option A (Single Sign-On integration):SSO supports authentication but is not the primary method for embedded access.
"SSO facilitates authentication but is a component of embedded learning, not the integration itself" (SAP SuccessFactors Learning Admin Guide).
* Option B (Content API integration):Content APIs are for specific content interactions, not full LMS access.
"Content APIs manage specific content interactions, not embedded learning access" (SAP SuccessFactors Learning Admin Guide).
* Option D (Web service integration):Web services are for custom integrations, not embedded learning.
"Web service integrations are used for custom API calls, not embedded learning" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Embedded learning integration enables employees to access the LMS from the HCM Suite, as specified in option C.

## NEW QUESTION # 32

You want to assign multiple courses that recur annually for new employees. How can you use the SAP Learning Management System to assign these courses?

- A. Add an item
- B. Add a program
- C. Add a curriculum
- D. Add a class

**Answer: C**

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Recurring Course Assignments:
* To assign multiple courses that recur annually for new employees, SAP SuccessFactors Learning uses curricula to manage recurring training requirements.
* Using a Curriculum (A):
* A curriculum is the appropriate entity for assigning multiple recurring courses, as it supports annual retraining and group assignments.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Management):
"To assign multiple courses with annual recurrence, create a curriculum in Learning Activities > Curricula, add the required courses, and configure annual retraining settings to ensure recurring assignments for new employees."
* This confirms option A, as curricula are designed for this purpose.
* How to Configure a Curriculum:
* Create a curriculum, add courses, and set retraining intervals in the Content tab.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration):
"In Learning Activities > Curricula, create a curriculum, add multiple items (courses), and set the Retraining Basis to annual in the Content tab to assign recurring training to users."
* Why Other Options are Incorrect:
* Option B (Add a class):Classes are for scheduling specific sessions, not recurring assignments.
"Classes are scheduled instances of items, not suitable for recurring assignments" (SAP SuccessFactors Learning Admin Guide).
* Option C (Add a program):Programs are for self-paced learning, not recurring requirements.
"Programs support self-paced learning, not annual recurrence" (SAP SuccessFactors Learning Admin Guide).
* Option D (Add an item):Items are individual courses, not grouped for recurrence.
"Items are single learning objects, not suited for grouped recurring assignments" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* To assign multiple recurring courses, the Administrator should add a curriculum, as specified in option A.

# NEW QUESTION # 33

Your customer's sales department is being migrated to SuccessFactors Learning. As part of the migration, the learning history for each sales associate will be migrated into the Learning system. Which of the following entities must exist in SuccessFactors Learning before you run the Learning History Connector? Note: There are 3 correct answers to this question.

- A. All instructor accounts
- B. All user accounts
- C. All items
- D. All revision numbers
- E. All completion statuses

**Answer: B,C,E**

# NEW QUESTION # 34

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