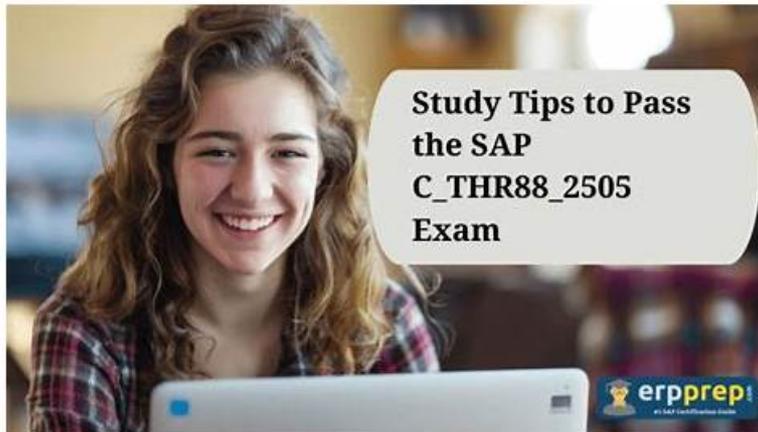


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 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"> • 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	<ul style="list-style-type: none"> • Managing and Reporting in SAP SuccessFactors Learning: This section of the exam measures skills of SAP Learning Administrators and covers the processes involved in managing training records and extracting actionable insights through reporting tools. It focuses on generating, customizing, and interpreting reports to support organizational learning goals and compliance tracking.

Topic 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q24-Q29):

NEW QUESTION # 24

What actions can you perform to create or update questions using the SuccessFactors Questions Library?

Note: There are 3 correct answers to this question.

- A. Import/export questions using the Export Data Tool
- B. Embed graphics into the question
- C. Associate questions to objectives
- D. Create question variants
- E. Create a Drag and Drop question type

Answer: B,C,D

NEW QUESTION # 25

You are a business consultant and you have been tasked with advising a company on the implementation of task-based checklists within their operations. Your goal is to identify the scenarios or use cases where deploying such checklists would yield the most significant benefits for the organization. Which of the following use cases would be the most suitable for deploying task-based checklists? Note: There are 3 correct answers to this question.

- A. Procedural training
- B. Informal feedback sessions
- C. Ad-hoc team meetings
- D. Specific repeatable processes
- E. On-the-job training

Answer: A,D,E

Explanation:

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

* Understanding Task-Based Checklists:

* Task-based checklists in SAP SuccessFactors Learning guide users through structured tasks, ensuring consistency in training or processes.

* Suitable Use Cases:

* Procedural Training (A): Checklists ensure standardized execution of procedures.

"Task-based checklists are ideal for procedural training, providing step-by-step guidance to ensure compliance and consistency" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

* On-the-Job Training (B): Checklists support hands-on training by outlining tasks.

"On-the-job training benefits from task-based checklists, which structure tasks for learners to follow during practical application" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

* Specific Repeatable Processes (C): Checklists standardize repeatable tasks.

"Specific repeatable processes, such as compliance tasks, are supported by task-based checklists to ensure uniformity across executions" (SAP SuccessFactors Learning Admin Guide, Task Checklist Management).

* How Checklists are Implemented:

* Checklists are created under Learning Activities > Tasks, with steps defined for specific training or processes.

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

"To create task-based checklists, go to Learning Activities > Tasks, define the checklist for procedural training, on-the-job training, or repeatable processes, and assign it to users or curricula."

* Why Other Options are Incorrect:

* Option D (Informal feedback sessions): Checklists are not suited for informal, unstructured feedback.

"Informal feedback sessions are not structured for task-based checklists" (SAP SuccessFactors Learning Admin Guide).

* Option E (Ad-hoc team meetings): Ad-hoc meetings lack the structure checklists provide.

"Ad-hoc team meetings do not align with the structured nature of task-based checklists" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Task-based checklists are most suitable for procedural training, on-the-job training, and specific repeatable processes, as specified in options A, B, and C.

NEW QUESTION # 26

A customer has a General library for courses and classes that all users can see, and regional libraries that are restricted to only the users in each region.

There is an item that will have different classes in each of the regions. However, when an administrator searches for libraries from the Libraries tab of the class, only the General library is returned in the search.

What must you do in order to permit the administrator to add this class to a regional library so that users in that region are the only ones who can see this class?

Note: There are 3 correct answers to this question.

- A. Remove the class from the General library.
- B. Add the class to the same security domain as the users in the region.
- C. Remove the item from the General library.
- D. Add the item to the regional library.
- E. Ensure the administrator has the appropriate permissions to search for libraries.

Answer: A,B,D

NEW QUESTION # 27

In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type - Contact Hours
- B. #Hours of Specified Hour Type - Credit Hours
- C. #Items from Pool of Items
- D. #Hours of Specified Hour Type from a Pool of Items

Answer: D

NEW QUESTION # 28

What do you use to analyze training data and monitor users' learning progress?

- A. Classes

- B. Reports
- C. Items
- D. Programs

Answer: B

Explanation:

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

* Understanding Training Data Analysis and Monitoring:

* SAP SuccessFactors Learning provides tools to analyze training data and monitor users' learning progress, with reports being the primary mechanism for this purpose.

* Role of Reports:

* Reports allow administrators to generate detailed insights into training completion, compliance, and user progress, supporting data-driven decisions.

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

"Reports in SAP SuccessFactors Learning are used to analyze training data and monitor users' learning progress. Administrators can generate reports on completion status, compliance, and other metrics to track learning activities."

* This confirms option A, as reports are the primary tool for this purpose.

* Types of Reports Available:

* Reports include User Progress Reports, Completion Status Reports, and Compliance Reports, which provide detailed views of learning activities.

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

"Available reports include User Progress Reports for tracking individual learning, Completion Status Reports for curriculum compliance, and custom reports for specific metrics. Access reports via System Administration > Reports."

* Why Other Options are Incorrect:

* Option B (Classes):Classes are scheduled instances of courses, not tools for analyzing data.

"Classes represent scheduled offerings of learning items, not tools for data analysis" (SAP SuccessFactors Learning Admin Guide).

* Option C (Items):Items are individual learning objects, not used for monitoring progress.

"Items are the building blocks of learning content, not used for progress monitoring" (SAP SuccessFactors Learning Admin Guide).

* Option D (Programs):Programs group learning content but do not provide analytical capabilities.

"Programs organize learning paths but do not offer reporting or monitoring functions" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Reports are used to analyze training data and monitor users' learning progress, as specified in option A.

NEW QUESTION # 29

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