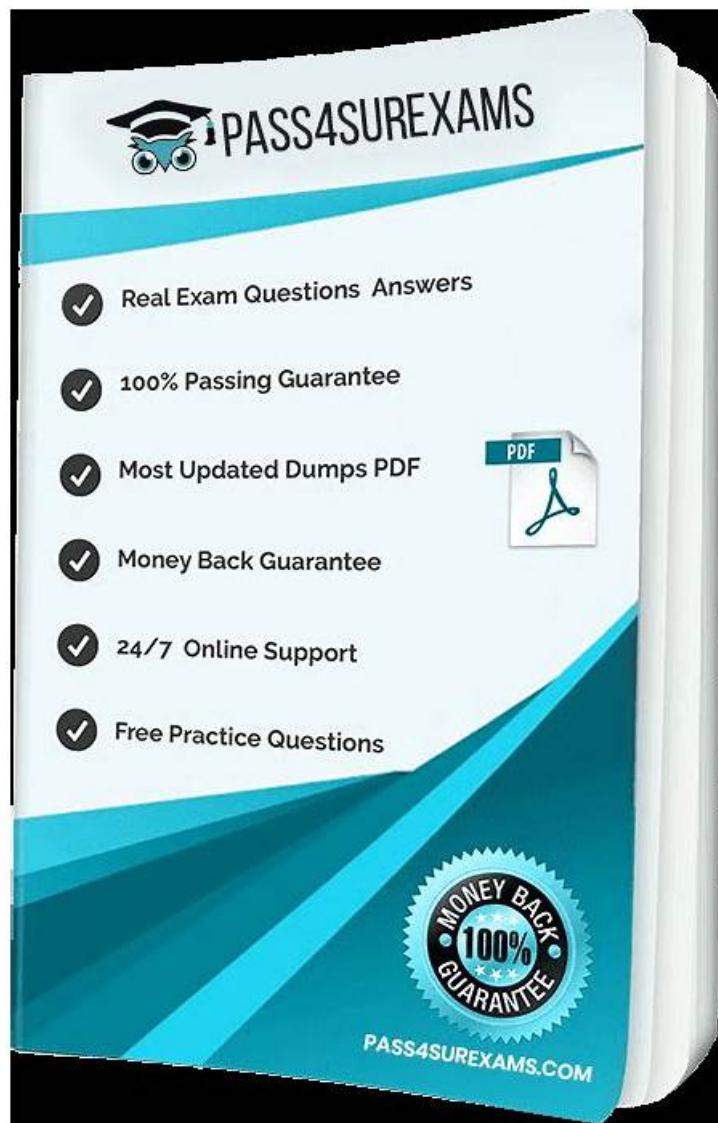


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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> 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	<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 4	<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.
Topic 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q20-Q25):

NEW QUESTION # 20

As a manager, what actions are available to you from the Team View? Note: There are 3 correct answers to this question.

- A. Group direct reports into cohorts.
- B. Manage assignments.**
- C. Create assignment profiles.
- D. Add to Learning History.**
- E. Assign alternate Managers.**

Answer: B,D,E

Explanation:

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

- * Understanding Team View Dashboard:
* The Team View dashboard allows managers to perform actions related to their direct reports' learning activities.
- * Available Actions:
* Add to Learning History (C): Managers can add completion records.
"Managers can add learning history records for their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * Assign Alternate Managers (D): Managers can delegate responsibilities.
"The Team View dashboard allows managers to assign alternate managers for their direct reports' learning tasks" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * Manage Assignments (E): Managers can assign or modify learning.
"Managers can manage learning assignments for their team through the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * How to Access Team View:
* Managers access the Team View dashboard from their Home Page to perform these actions.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Dashboard):
"From the Team View dashboard on the manager's Home Page, available actions include adding to learning history, assigning alternate managers, and managing assignments for direct reports."
- * Why Other Options are Incorrect:
* Option A (Group into cohorts): Cohorts are not managed in Team View.
"Cohort grouping is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).
* Option B (Create assignment profiles): Assignment Profiles are admin-only.
"Assignment Profiles are created in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
* Managers can add to learning history, assign alternate managers, and manage assignments from Team View, as specified in options C, D, and E.

NEW QUESTION # 21

When designing your security domain structure, which of the following factors should you consider?

- A. Cost and budget constraints, including long-term investment and ongoing maintenance.
- **B. Complexity of data, delegation of administrative tasks, and data access control.**
- C. Number of end-users who will access the system daily.
- D. Compatibility with existing non-security-related systems.

Answer: B

Explanation:

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

- * Understanding Security Domain Structure:
* Security domains in SAP SuccessFactors Learning control access to data and administrative tasks, requiring careful design to balance complexity and control.
- * Factors to Consider (D):
* The design should account for data complexity, task delegation, and access control to ensure secure and efficient administration.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):
"When designing a security domain structure, consider the complexity of data, delegation of administrative tasks to appropriate roles, and data access control to ensure secure and efficient system management."
- * This confirms option D, as these factors are critical for domain design.
- * How to Design Security Domains:
* Administrators configure domains in System Administration > Security > Domains, defining access based on user attributes and tasks.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Domain Configuration):
"In System Administration > Security > Domains, define domains considering data complexity (e.g., user data volume), task delegation (e.g., assigning admin roles), and access control (e.g., restricting data visibility)."
- * Why Other Options are Incorrect:
* Option A (Number of end-users): User count is a sizing factor, not a domain design factor.
"The number of end-users affects system sizing, not security domain structure" (SAP SuccessFactors Learning Admin Guide).
* Option B (Non-security systems): Non-security systems are irrelevant to domain design.
"Compatibility with non-security systems is not a factor in security domain design" (SAP SuccessFactors Learning Admin Guide).
* Option C (Cost and budget): Costs influence implementation, not domain structure.
"Cost and budget constraints impact implementation, not security domain design" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Factors to consider in security domain design include data complexity, task delegation, and access control, as specified in option D.

NEW QUESTION # 22

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

- A. Classes
- B. Items
- **C. Reports**
- D. Programs

Answer: C

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 # 23

What system configuration setting do you need to configure when integrating the SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning?

- **A. BizX**
- B. LEARNER_SECURITY
- C. AUTHENTICATION
- D. CONTENT IMPORT

Answer: A

NEW QUESTION # 24

A SF learning customer requires an approval process to be completed successfully whenever user record completion of an existing item for themselves. Where can this be configured. (2)

- A. System admin a configuration a global variables a Electronic Signature Settings a completion status additional approval process ID
- B. System admin a configuration a user settings a user-recorded learning event approval settings a require approval when users record external events
- C. System admin a configuration a user settings a user-recorded learning event approval settings a Require approval when users record internal events
- D. System admin a configuration a global variables a Electronic Signature Settings a External event additional approval process ID

Answer: B,C

NEW QUESTION # 25

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