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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> • 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 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.
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.
Topic 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q34-Q39):

NEW QUESTION # 34

What happens when the Prevent Resource Conflicts setting is enabled in SuccessFactors Learning?

- A. Administrators receive a conflict message that they can bypass when saving the scheduled offering with a resource engaged for the same date and time
- **B. Administrators receive a conflict message that stop them from saving the scheduled offering with a resource engaged for the same date and time**
- C. Administrators are prevented from scheduling instructors to deliver two scheduled offerings at the same time
- D. Administrators are prevented from scheduling multiple scheduled offerings at the same time at a facility

Answer: B

NEW QUESTION # 35

Which of the following defines a substitute relationship within the SAP SuccessFactors Learning Management System?

- A. A course that receives credit because of completion of two courses.
- **B. A course that receives completion credit based on completing another course.**
- C. A course that you must complete before taking another course.
- D. A course that provides options for completing a curriculum.

Answer: B

Explanation:

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

* Understanding Substitute Relationships:

* A substitute relationship in SAP SuccessFactors Learning allows one course to grant completion credit for another course.

* Definition of Substitute Relationship (A):

* Completing one course (source) grants credit for another (target) course.

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

"A substitute relationship is defined when completion of one course automatically grants completion credit for another course, configured in the source item's Substitute tab."

* This confirms option A, as it describes the substitute relationship.

* How to Configure:

* In Learning Activities > Items > [Source Item] > Substitute tab, specify the target course.

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

"To set a substitute relationship, go to Learning Activities > Items > [Source Item] > Substitute tab and select the target course that receives credit upon source completion."

* Why Other Options are Incorrect:

* Option B (Credit for two courses):Substitutes involve one course granting credit for another, not two.

"Substitute relationships involve one source and one target course" (SAP SuccessFactors Learning Admin Guide).

* Option C (Prerequisite):Prerequisites require completion before enrollment, not credit transfer.

"Prerequisites enforce completion before enrollment, not credit transfer" (SAP SuccessFactors Learning Admin Guide).

* Option D (Options for curriculum):This describes curriculum requirements, not substitutes.

"Curriculum requirements define completion options, not substitute relationships" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* A substitute relationship is a course receiving completion credit based on another course's completion, as specified in option A.

NEW QUESTION # 36

What is the primary purpose of the Add Learning History for Multiple Courses tool in the SAP SuccessFactors Learning Management System?

- A. To create new courses within the learning management system
- **B. To automatically update the user's learning history with completed courses**
- C. To schedule future course enrollments for users
- D. To manually enroll users in multiple courses simultaneously

Answer: B

Explanation:

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

* Understanding the Add Learning History Tool:

* The Add Learning History for Multiple Courses tool is used to update learning records for multiple users or courses in bulk.

* Primary Purpose (B):

* The tool automatically updates users' learning history with completed courses, streamlining record management.

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

"The Add Learning History for Multiple Courses tool allows administrators to automatically update users' learning history with completed courses in bulk. Access this tool via Users > Tools > Add Learning History for Multiple Courses."

* How the Tool Works:

* Administrators upload a file or select courses and users to add completion records, which are reflected in the learning history.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Bulk History Updates):

"Use the Add Learning History for Multiple Courses tool to upload a CSV file or manually select users and courses to add completion records to their learning history efficiently."

* Why Other Options are Incorrect:

* Option A (Schedule enrollments):The tool does not schedule future enrollments.

"Scheduling enrollments is handled by class registration, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

* Option C (Manual enrollment):The tool updates history, not enrolls users.

"Manual enrollment is performed via class registration, not learning history updates" (SAP SuccessFactors Learning Admin Guide).

* Option D (Create courses):The tool does not create new courses.

"Course creation is managed under Learning Activities > Items, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The primary purpose of the Add Learning History for Multiple Courses tool is to automatically update users' learning history, as

specified in option B.

NEW QUESTION # 37

What activities can a Manager perform from the Team View dashboard in SAP SuccessFactors Learning?

Note: There are 3 correct answers to this question.

- A. Associate learning with a job code.
- B. Change the rules of an Assignment Profile.
- C. View the learning progress of their direct reports.
- D. Add an item to learning history.
- E. Assign learning activities to their direct reports.

Answer: C,D,E

Explanation:

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

* Understanding Team View Dashboard:

* The Team View dashboard in SAP SuccessFactors Learning allows managers to manage and monitor their direct reports' learning activities.

* Manager Actions:

* Assign Learning Activities (A):Managers can assign learning to their team.

"Managers can assign learning activities, such as items or programs, to their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* View Learning Progress (B):Managers can track completion status.

"The Team View dashboard allows managers to view the learning progress of their direct reports, including completion status and due dates" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* Add to Learning History (E):Managers can record completions.

"Managers can add items to their direct reports' learning history through the Team View dashboard to record completed training" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* How Managers Use Team View:

* Access the dashboard from the Home Page to perform these actions.

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

"From the Team View dashboard, managers can assign learning activities, view progress, and add items to the learning history of their direct reports, accessible via the Home Page."

* Why Other Options are Incorrect:

* Option C (Associate with job code):Job code associations are admin tasks.

"Associating learning with job codes is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).

* Option D (Change Assignment Profile rules):Assignment Profiles are admin-only.

"Assignment Profile rules are managed in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Managers can assign learning, view progress, and add to learning history from Team View, as specified in options A, B, and E.

NEW QUESTION # 38

A customer wants only users in Australia to be able to self-register for a specific class. What must be set up to meet this requirement? Note: There are 2 correct answers to this question.

- A. The Australia library is pushed to users using an assignment profile.
- B. The item and the class are in the Australia library.
- C. The Australia library is in the Australia security domain.
- D. The item and the class are in the Australia security domain.

Answer: B,D

NEW QUESTION # 39

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