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SAP CERTIFICATION

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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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"> • 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 (Q36-Q41):

NEW QUESTION # 36

An SAP SuccessFactors Learning customer requires an approval process to be completed successfully whenever users add a history record of an item for themselves.

Where can this be configured?

Note: There are 2 correct answers to this question.

- A. In System Administration Configuration Global Application Settings Electronic Signatures Settings External Event Additional Approval Process ID
- B. In System Administration Application Administration User Settings User Adding History Record Approval Process Settings Require approval when users add to learning history for internal learning
- C. In System Administration Application Administration User Settings approval when users add to learning history for external learning.
- D. In System Administration Configuration Global Application Settings Electronic Signatures Settings Completion Status Additional Approval Process ID

Answer: B,C

NEW QUESTION # 37

Which fields are required in the data file when importing users into SAP SuccessFactors Learning from the SAP SuccessFactors HCM Platform?

Note: There are 2 correct answers to this question.

- A. STUD_ID (User ID)
- B. LNAME (Last name)
- C. NOTACTIVE (Status)
- D. JP_ID (Job code)

Answer: A,C

NEW QUESTION # 38

Which of the following relationships can be established with pre-requisites? Please choose the correct answer.

- A. Both AND and OR relationships
- B. OR relationships
- C. AND relationships

Answer: A

NEW QUESTION # 39

What can a customer do with a Group entity in the SuccessFactors Learning systems? Note: There are 3 correct answers to this question.

- A. Create a custom tile that displays only to the User Group.
- B. Reserve seats in a class for the User Group.
- C. Use an assignment profile to identify the users that belong to the User Group.
- D. Associate a Survey directly to a User Group.
- E. Manually add users to the User Group.

Answer: A,B,E

NEW QUESTION # 40

Which of the following permissions should be assigned to an Administrator to create new instructor accounts, update course materials, and search for specific classes?

- A. Edit Item, Add Instructor, Search Class
- B. Delete Instructor, Copy Item, Edit Assignment Profile
- C. Edit Instructor, Add Class, Copy Curriculum
- D. Add Curriculum, Delete Assignment Profile, Search Instructor

Answer: A

Explanation:

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

* Understanding Administrator Permissions:

* In SAP SuccessFactors Learning, permissions are assigned to roles (e.g., Administrator role) to control access to specific actions, such as creating instructor accounts, updating course materials, and searching for classes.

* Required Permissions for the Tasks:

* The question specifies three tasks: creating new instructor accounts (Add Instructor), updating course materials (Edit Item), and searching for specific classes (Search Class).

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Security Guide, Role-Based Permissions):

"Role-Based Permissions allow administrators to perform specific actions based on assigned permissions. The 'Add Instructor' permission enables creating new instructor records, 'Edit Item' allows updating course materials, and 'Search Class' permits searching for scheduled classes."

* Breaking Down the Permissions:

* Edit Item: Allows administrators to modify course content, such as updating materials or settings for learning items.

"The Edit Item permission grants access to modify item details, including course materials, objectives, and settings" (SAP SuccessFactors Learning Admin Guide).

* Add Instructor: Enables the creation of new instructor accounts in the system.

"The Add Instructor permission allows administrators to create and manage instructor records under Learning Activities > Instructors" (SAP SuccessFactors Learning Admin Guide).

* Search Class: Permits searching for specific class schedules or offerings.

"The Search Class permission enables searching for classes by criteria such as course ID, date, or location" (SAP SuccessFactors Learning Admin Guide).

* Why Other Options are Incorrect:

* Option A (Delete Instructor, Copy Item, Edit Assignment Profile): Deleting instructors and editing Assignment Profiles are unrelated to the specified tasks.

"Delete Instructor removes instructor records, and Edit Assignment Profile manages automatic assignments, not course materials or class searches" (SAP SuccessFactors Learning Security Guide).

* Option C (Edit Instructor, Add Class, Copy Curriculum): Editing instructors and copying curricula do not cover updating course

"Edit Instructor modifies existing instructor records, and Copy Curriculum duplicates curricula, not relevant to the specified tasks" (SAP SuccessFactors Learning Admin Guide).

* Option D (Add Curriculum, Delete Assignment Profile, Search Instructor): These permissions focus on curricula and instructor searches, not course materials or class searches.

"Add Curriculum creates new curricula, and Search Instructor locates instructor records, not classes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The permissions required to create new instructor accounts, update course materials, and search for classes are Edit Item, Add Instructor, and Search Class, as specified in option B.

NEW QUESTION # 41

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