

# Quiz Marvelous SAP - C\_THR88\_2505 - Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Exam Questions



SAP CERTIFICATION

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As we all know, the influence of C\_THR88\_2505 exam guides even have been extended to all professions and trades in recent years. Passing the C\_THR88\_2505 exam is not only for obtaining a paper certification, but also for a proof of your ability. Most people regard SAP certification as a threshold in this industry, therefore, for your convenience, we are fully equipped with a professional team with specialized experts to study and design the most applicable C\_THR88\_2505 Exam prepare. We have organized a team to research and C\_THR88\_2505 study question patterns pointing towards various learners.

## SAP C\_THR88\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Evaluating Training:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Managing Classes and Online Content:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Exploring the SAP SuccessFactors Learning Interface:</b> 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q55-Q60):

#### NEW QUESTION # 55

Your customer needs an item to track whether workers on the production factory floor have performed specific tasks. You create tasks to set up an observation checklist for this item. What item classification must be used for this item?

- A. Instructor Led (Scheduled Only)
- B. Online
- **C. Other**
- D. Blended (Scheduled and Online)

**Answer: C**

#### NEW QUESTION # 56

You want the content object to direct the user to the correct place and launch successfully.

Which fields do you need to populate on the content object entity?

Note: There are 2 correct answers to this question.

- A. Content Player
- **B. Content URL**
- **C. Launch method**
- D. Developer tool

**Answer: B,C**

#### NEW QUESTION # 57

What are some examples of different program time frames? Note: There are 3 correct answers to this question.

- A. Fixed start and end times
- B. Minimum completed hours achieved
- C. Fixed duration
- D. No time limitations
- E. Automatic annual recurrence

**Answer: A,C,D**

Explanation:

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

\* Understanding Program Time Frames:

\* Programs in SAP SuccessFactors Learning can have different time frames to control when and how users complete them.

\* Program Time Frames:

\* Fixed Start and End Times (C):Programs can have defined start and end dates.

"Programs can be configured with fixed start and end times, restricting access to a specific period" (SAP SuccessFactors Learning Admin Guide, Program Management).

\* No Time Limitations (D):Programs can be open-ended with no deadlines.

"Programs with no time limitations allow users to complete content at their own pace without deadlines" (SAP SuccessFactors Learning Admin Guide, Program Management).

\* Fixed Duration (E):Programs can have a set duration (e.g., 30 days from assignment).

"Fixed duration programs require completion within a specified time frame after assignment" (SAP SuccessFactors Learning Admin Guide, Program Management).

\* How Time Frames are Configured:

\* In Learning Activities > Programs > [Program] > Settings, administrators set the desired time frame.

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

"Configure program time frames in the Settings tab, choosing fixed start and end times, no time limitations, or a fixed duration to control user access and completion."

\* Why Other Options are Incorrect:

\* Option A (Automatic annual recurrence):Recurrence is a curriculum feature, not a program time frame.

"Annual recurrence is configured in curricula, not programs" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Minimum completed hours):Hours are tracked in curricula, not as a program time frame.

"Minimum completed hours are a curriculum requirement, not a program time frame" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Program time frames include fixed start and end times, no time limitations, and fixed duration, as specified in options C, D, and E.

## NEW QUESTION # 58

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They automatically generate personalized learning recommendations for users.
- B. They can be referenced or unreferenced.
- C. They can be used as searchable attributes for assignment profiles and reporting.
- D. They send automated e-mail reminders to users about upcoming assignments.

**Answer: B,C**

Explanation:

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

\* Understanding User Custom Referenced Fields:

\* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.

\* Benefits of Custom Referenced Fields:

\* Referenced or Unreferenced (A):These fields can be linked to other system entities (referenced) or standalone (unreferenced).

"User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).

\* Searchable Attributes (C):They can be used in assignment profiles and reports for targeting or analyzing users.

"Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).

\* How Custom Fields are Used:

\* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Custom Fields):

"To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."

\* Why Other Options are Incorrect:

\* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations.

"Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Automated reminders): Reminders are managed by notification settings, not custom fields.

"Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

## NEW QUESTION # 59

Which fields are required in the data file when importing users into SF Learning from the SF HCM platform?

(2)

- A. USERID
- B. JOBCODE
- C. LASTNAME
- D. STATUS

Answer: A,D

## NEW QUESTION # 60

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