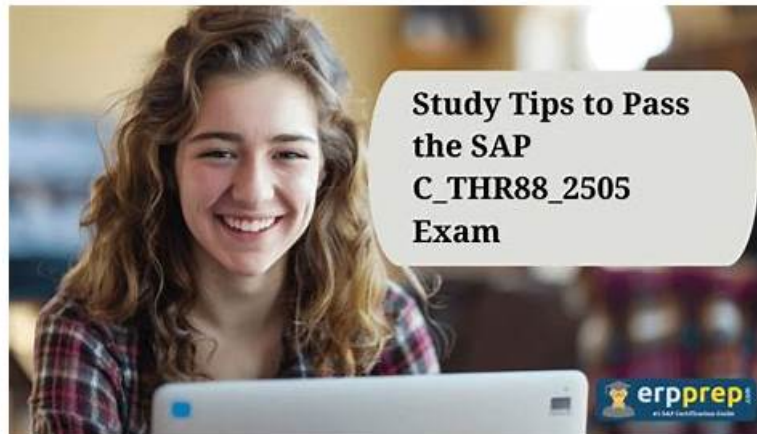


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## SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Creating Email Notifications, Certifications, and Approval Processes:</b> 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 2	<ul style="list-style-type: none"><li>• <b>Managing Security, Configuring Customer Requirements, and Migrating Data:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Setting Up and Integrating SAP SuccessFactors Learning:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Managing and Reporting in SAP SuccessFactors Learning:</b> 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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q82-Q87):

### NEW QUESTION # 82

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

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

**Answer: D**

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 # 83

Which of the following course details can you hide on the user's learning plan? Note: There are 3 correct answers to this question.

- **A. Assignment type**
- B. Required date
- C. Item classification
- **D. Item revision date**
- **E. Assigned by**

**Answer: A,D,E**

### NEW QUESTION # 84

What steps should the Administrator take to ensure participants complete the feedback survey for training?

- A. Create the survey and upload it to an external survey platform, then share the platform link with the participants.
- B. Create the survey and directly email the link to all participants.
- C. Create the survey as an object, then independently distribute it to participants.
- **D. Create the survey object, then link the survey to the item to be completed and make it required in Settings.**

**Answer: D**

Explanation:

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

\* Understanding Feedback Surveys:

\* To ensure participants complete feedback surveys, administrators must create and link surveys to courses and enforce completion.

\* Correct Approach (D):

\* Create a survey object, link it to the course item, and set it as required in the settings to enforce completion.

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

"To ensure survey completion, create a survey object in Learning Activities > Surveys, link it to the item in the Item's Survey tab, and set the survey as required in the item's Settings tab."

\* This confirms option D, as it outlines the complete process.

\* How to Configure:

\* Create the survey, associate it with the item, and enable the "Required" setting to prevent course completion without survey submission.

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

"In the item's Settings tab, enable the 'Survey Required' option to ensure learners must complete the linked survey before the course is marked complete."

\* Why Other Options are Incorrect:

\* Option A (Email link):Emailing links does not enforce completion.

"Emailing survey links does not ensure completion; surveys must be linked and required" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Distribute independently):Independent distribution lacks enforcement.

"Independent survey distribution does not tie completion to course progress" (SAP SuccessFactors Learning Admin Guide).

\* Option C (External platform):External platforms are not integrated with the LMS.

"External survey platforms are not supported for enforced completion in the LMS" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The Administrator should create a survey object, link it to the item, and make it required, as specified in option D.

#### **NEW QUESTION # 85**

The SuccessFactors Learning system can allow supervisors to assign a user in the system to act as a supervisor for all of their subordinates. How would you enable this option for a supervisor? There are 2 correct answers to this question.

- **A. Select Allow Supervisors to Delegate Selected Permissions in the global variables.**
- B. Select Manage Alternate Supervisors for the acting supervisor in the user record.
- **C. Select Allow Supervisors to Delegate Predefined Permissions in the global variables.**
- D. Select an alternate job code for the acting supervisor in the user record.

**Answer: A,C**

#### **NEW QUESTION # 86**

What type of questions can you add when creating an item evaluation survey? Note: There are 2 correct answers to this question.

- **A. One Choice - user chooses one correct answer from a list**
- **B. Rating Scale - user chooses a rating scale**
- C. Hot Spot - user chooses a particular area of an image
- D. Matching - user chooses a matching value or answer from opposing value

**Answer: A,B**

