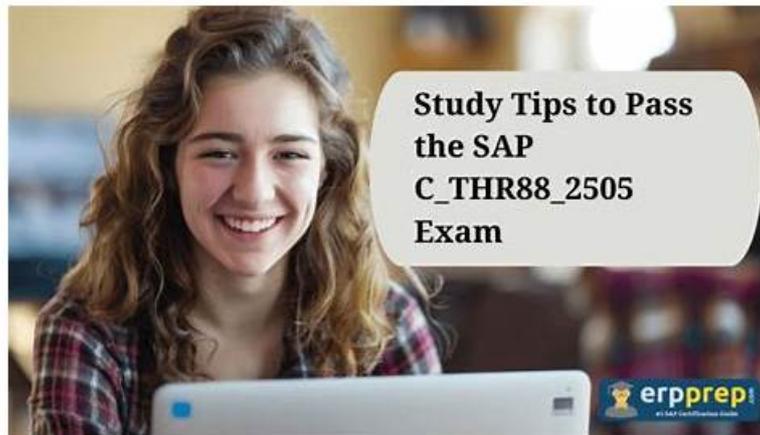


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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"> • 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 5	<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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q10-Q15):

NEW QUESTION # 10

An administrator ran the learning history connector today. Now many users have a Safety Course on their learning plan, even though they had already completed it successfully.

What are possible reasons for this?

Note: There are 2 correct answers to this question.

- A. The completion dates for the items in the learning history were in the past.
- B. The item was assigned to the users as a free-floating item (NOT as part of a curriculum or program).
- C. The item was assigned as part of a curriculum with the "Ignore Previous Completions" checkbox unchecked.
- D. The completion dates for the Safety Course were after the assignment dates.

Answer: C,D

NEW QUESTION # 11

When managers generate reports, which data sets or individuals' data are they authorized to include and access? Note: There are 3 correct answers to this question.

- A. Direct Reports
- B. Peer Reports
- C. Indirect Reports
- D. All Direct Reports
- E. Self Reports

Answer: A,C,E

Explanation:

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

* Understanding Manager Report Access:

* Managers in SAP SuccessFactors Learning can generate reports to view learning data for specific groups, such as their direct and indirect reports.

* Authorized Data Sets:

* Indirect Reports (A):Managers can include data for employees reporting to their direct reports.

"Managers can generate reports including indirect reports, covering employees under their direct reports' hierarchy" (SAP SuccessFactors Learning Admin Guide, Reporting).

* Direct Reports (B):Managers can include data for their immediate team.

"Direct reports' data is accessible in manager reports, showing learning progress for immediate team members" (SAP SuccessFactors Learning Admin Guide, Reporting).

* Self Reports (C):Managers can include their own learning data.

"Self Reports allow managers to include their own learning data in generated reports" (SAP SuccessFactors Learning Admin Guide, Reporting).

* How Managers Generate Reports:

* In the Reporting section, managers select the scope (self, direct, indirect) to generate reports.

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

"Managers can generate reports in System Administration > Reports, selecting data for Self Reports, Direct Reports, and Indirect Reports to view learning progress across their hierarchy."

* Why Other Options are Incorrect:

* Option D (Peer Reports):Managers cannot access peer data unless specifically authorized.

"Peer Reports are not standard for managers unless explicitly configured" (SAP SuccessFactors Learning Admin Guide).

* Option E (All Direct Reports):This is redundant, as Direct Reports (B) covers this.

"All Direct Reports' is included in Direct Reports, not a separate category" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Managers can include Indirect Reports, Direct Reports, and Self Reports in generated reports, as specified in options A, B, and C.

NEW QUESTION # 12

When would the Group Curriculum Requirements button be available for the Administrator in a curriculum entity?

- A. When they want to check the progress of the curriculum
- B. When more than one curriculum requirement has been associated to the curriculum
- C. When they want to send updates on the curriculum
- D. When there is only one curriculum requirement associated with the curriculum

Answer: A

Explanation:

* Understanding the Group Curriculum Requirements Button:

* The Group Curriculum Requirements button in a curriculum entity allows administrators to view and manage the progress of curriculum requirements for assigned users.

* Availability of the Button:

* The button is available when administrators need to check the completion status or progress of the curriculum for users.

* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Group Curriculum Requirements button is available in the curriculum entity to allow administrators to review the progress of curriculum requirements, including completion status and compliance for assigned users."

* This aligns with option B, as the button is used to check progress.

* Why Other Options are Incorrect:

* Option A (Send updates):Sending updates is handled through notifications, not the Group Curriculum Requirements button.

* Option C (More than one requirement):The button's availability is not dependent on the number of requirements but on the need to

check progress.

* Option D (Only one requirement):The number of requirements does not restrict the button's availability.

* Conclusion:

* The Group Curriculum Requirements button is available when administrators want to check the progress of the curriculum, as stated in option B.

NEW QUESTION # 13

If an Administrator has created a class and wishes to register users, which options do they have to add learners to the class? Note: There are 3 correct answers to this question.

- A. Add users based on criteria.
- B. Add users from a Request List.
- C. Add users with the Import Data Tool.
- D. Add users based on competency.
- E. Add users based on recommendation.

Answer: A,B,C

Explanation:

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

* Understanding Class Registration:

* Registering users for a class in SAP SuccessFactors Learning involves adding learners to a scheduled class using various methods.

* Add Users Based on Criteria (A):

* Administrators can register users based on specific criteria (e.g., job code, department) to target a group.

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

"Administrators can add users to a class based on criteria, such as user attributes, by defining a target population in the class registration interface. Navigate to Learning Activities > Classes > [Class] > Users > Add Users by Criteria."

* Add Users with the Import Data Tool (C):

* The Import Data Tool allows bulk registration by uploading a file with user details.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Data Import):

"The Import Data Tool enables administrators to register multiple users for a class by uploading a CSV file containing user IDs and class details. Access this tool via System Administration > Tools > Import Data."

* Add Users from a Request List (D):

* Users who have requested enrollment (e.g., via self-registration) can be added from a request list.

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

"Administrators can add users to a class from a request list, which includes users who have submitted registration requests. Go to Learning Activities > Classes > [Class] > Users > Add from Request List."

* Why Other Options are Incorrect:

* Option B (Add users based on recommendation):Recommendations are for suggesting content, not registering users.

"Recommendations suggest learning content but do not facilitate class registration" (SAP SuccessFactors Learning Admin Guide).

* Option E (Add users based on competency):Competencies are used for gap analysis, not direct registration.

"Competencies identify learning needs but are not used for class registration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Administrators can register users for a class by adding users based on criteria, using the Import Data Tool, and adding from a Request List, as specified in options A, C, and D.

NEW QUESTION # 14

What is the purpose of associating attributes with programs?

- A. To randomly assign completion dates to users
- B. To indicate specific skills or knowledge that the user may improve upon by completing the item or program
- C. To automatically assign users to unrelated programs
- D. To allow users to skip prerequisites

Answer: B

Explanation:

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

* Understanding Program Attributes:

- * Attributes in SAP SuccessFactors Learning are metadata that describe the skills or knowledge associated with learning content.
- * Purpose of Attributes (C):
- * Attributes indicate the skills or knowledge users gain by completing a program or item.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Management):
"Attributes associated with programs or items indicate specific skills or knowledge that users may improve upon completion, aiding in competency tracking and reporting."
- * This confirms option C, as attributes define learning outcomes.
- * How Attributes are Used:
- * Administrators assign attributes in the program or item settings, which are then used in reports or competency tracking.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Attribute Configuration):
"To associate attributes, go to Learning Activities > Programs > [Program] > Attributes tab and select skills or knowledge areas that the program addresses. These are tracked in user profiles and reports."
- * Why Other Options are Incorrect:
- * Option A (Automatic assignment): Attributes do not assign programs; Assignment Profiles do.
"Automatic assignments are managed by Assignment Profiles, not attributes" (SAP SuccessFactors Learning Admin Guide).
- * Option B (Skip prerequisites): Attributes do not affect prerequisites.
"Prerequisites are managed at the item level, not by attributes" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Random completion dates): Attributes do not influence completion dates.
"Completion dates are set by program or curriculum settings, not attributes" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The purpose of associating attributes is to indicate skills or knowledge gained, as specified in option C.

NEW QUESTION # 15

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