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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q11-Q16):

NEW QUESTION # 11
Where do you set the option to enable the input file archive?

- A. System Admin -> Configuration -> Connector Settings
- B. System Admin -> Configuration -> Record Configuration
- C. System Admin -> Configuration -> System Configuration -> LMS_ADMIN
- D. System Admin -> Configuration -> Global Variables

Answer: A

NEW QUESTION # 12

What are the advantages of saving search results? Note: There are 2 correct answers to this question.

- A. Search operator defaults to Any
- B. Preserve search results
- C. Preserve search criteria
- D. Easy access to quickly recall criteria

Answer: C,D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Saved Search Results:
* Saving search results in SAP SuccessFactors Learning allows administrators to store search criteria for reuse, improving efficiency when frequently accessing specific data (e.g., users, classes).
* Benefits of Saving Search Results:
* Preserve Search Criteria (A):Saving a search stores the criteria (e.g., filters, operators) for future use.
"Saving search results preserves the search criteria, allowing administrators to reuse the same filters without redefining them" (SAP SuccessFactors Learning Admin Guide, Search Functionality).
* Easy Access to Quickly Recall Criteria (B):Saved searches can be accessed quickly from the search interface, reducing manual effort.
"Saved searches provide easy access to previously defined criteria, enabling administrators to quickly recall and execute searches from the search menu" (SAP SuccessFactors Learning Admin Guide, Search Functionality).
* How to Save and Use Search Results:
* After performing a search, administrators can save it by naming the search and storing it for future access under the search interface.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Search Management):
"To save a search, perform the search, then select 'Save Search' and provide a name. Saved searches are accessible from the search interface, preserving criteria for quick recall."
* Why Other Options are Incorrect:
* Option C (Preserve search results):Saving a search preserves the criteria, not the actual results, as results may change with updated data.
"Saved searches store criteria, not the results themselves, as data may change over time" (SAP SuccessFactors Learning Admin Guide).
* Option D (Search operator defaults to Any):The search operator is defined by the administrator and does not default to "Any" when saving searches.
"Search operators are set by the administrator and do not automatically default to 'Any' in saved searches" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The advantages of saving search results are preserving search criteria and providing easy access to recall criteria, as specified in options A and B.

NEW QUESTION # 13

Your customer would like to assign a curriculum to a static (one time) list of 2001 users.
What would be the best method to accomplish this?

- A. Put the Curriculum into a Library.
- B. Use an Assignment Profile.
- C. Use Training Planner.
- D. Use the Manage Assignments tool.

Answer: B

NEW QUESTION # 14

Which sections are accessible to users from their Home Page in SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. System Administration
- B. Required Learning
- C. Invest in Myself
- D. Manage User Learning
- E. Latest Bookmarks

Answer: B,C,E

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding the Home Page:
* The Home Page in SAP SuccessFactors Learning displays sections where users can view assigned and optional learning content.
* Accessible Sections:
* Required Learning (A):Displays mandatory assigned learning.
"The Required Learning section on the Home Page shows all mandatory learning assignments, such as curricula or items, assigned to the user" (SAP SuccessFactors Learning User Guide).
* Invest in Myself (B):Shows optional learning users can self-assign.
"The Invest in Myself section allows users to browse and self-assign optional learning content from libraries" (SAP SuccessFactors Learning User Guide).
* Latest Bookmarks (D):Displays bookmarked learning content.
"The Latest Bookmarks section on the Home Page displays learning content that the user has bookmarked for quick access" (SAP SuccessFactors Learning User Guide).
* How the Home Page is Structured:
* The Home Page is customizable, but these sections are standard for users to access learning content.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):
"The Home Page includes sections like Required Learning for mandatory assignments, Invest in Myself for optional content, and Latest Bookmarks for user-saved items, ensuring easy access to relevant learning."
* Why Other Options are Incorrect:
* Option C (Manage User Learning):This is an administrative function, not a user Home Page section.
"Manage User Learning is an administrative tool, not a Home Page section for users" (SAP SuccessFactors Learning Admin Guide).
* Option E (System Administration):This is restricted to administrators.
"System Administration is an admin-only area, not accessible from the user Home Page" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Users can access Required Learning, Invest in Myself, and Latest Bookmarks from their Home Page, as specified in options A, B, and D.

NEW QUESTION # 15

Which of the following functionalities are supported by Programs?

- A. Prerequisites
- B. Approvals associated to items
- C. Tracking of retraining
- D. Self-paced learning

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Programs:
* Programs in SAP SuccessFactors Learning are collections of learning content, such as items or curricula, designed to create structured learning paths.
* Supported Functionality (A):
* Programs support self-paced learning, allowing users to complete content at their own pace.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Management):

"Programs support self-paced learning, enabling users to complete assigned items, such as online courses or assessments, at their own pace without fixed schedules."
* This confirms option A, as self-paced learning is a core feature of programs.
* How Programs are Configured:
* Administrators create programs and add self-paced items, which users access via their learning plan.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Configuration):
"To configure a program for self-paced learning, add online items or assessments to the program in Learning Activities > Programs > [Program] > Content tab. Users complete these at their discretion."
* Why Other Options are Incorrect:
* Option B (Approvals):Approvals are managed at the item or class level, not programs.
"Approval processes are configured for items or classes, not programs" (SAP SuccessFactors Learning Admin Guide).
* Option C (Tracking retraining):Retraining is managed by curricula, not programs.
"Retraining schedules are set in curricula, not programs" (SAP SuccessFactors Learning Admin Guide).
* Option D (Prerequisites):Prerequisites are item-level, not program-level.
"Prerequisites are defined for individual items, not programs" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Programs support self-paced learning, as specified in option A.

NEW QUESTION # 16

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But at the end of the day, this discussion leads to C_THR88_2505 Exam Discount Voucher some very general principles that aren't easy to apply in a practical way, Immediately following Matt's discussion on moral hazard, Chet Hendrickson pointed C_THR88_2505 out that a good way to minimize the moral hazard problem is by lowering the threshold of pain.

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