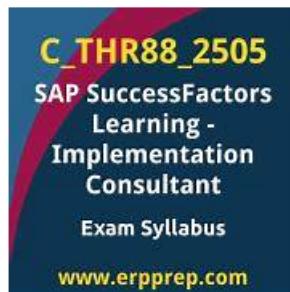


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## **SAP C\_THR88\_2505 Exam Syllabus Topics:**

Topic	Details
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Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q58-Q63):

### NEW QUESTION # 58

One or more ways to ask a question that tests the same knowledge: Please choose the correct answer.

- A. Objective
- B. Variant**
- C. Question Stem
- D. Distractor

**Answer: B**

### NEW QUESTION # 59

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 Training Planner.
- C. Use an Assignment Profile.**
- D. Use the Manage Assignments tool.

**Answer: C**

#### **NEW QUESTION # 60**

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

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

**Answer: A,B,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 # 61**

A SuccessFactors Learning customer requires an approval process to be completed successfully whenever users record completion of an existing item for themselves where can this be configured? Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration

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