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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q25-Q30):

NEW QUESTION # 25

How can the Administrator ensure that a custom certificate is applied to a specific course without altering the default certificate used by other items and programs?

- A. Copy the default certificate, edit it with the custom requirements, and make it the new global default certificate for all courses.
- **B. Create and assign the custom certificate directly to the specific course, leaving the global default certificate unchanged for other items and programs.**
- C. Remove the default certificate from the global settings and manually assign certificates to each individual learning entity.
- D. Edit the global default certificate to include the custom branding and criteria, ensuring consistency across all courses.

Answer: B

Explanation:

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

* Understanding Certificates in SAP SuccessFactors Learning:

* Certificates are awarded to learners upon course completion. Administrators can use a global default certificate or assign custom certificates to specific courses.

* Custom Certificate Assignment (B):

* To apply a custom certificate to a specific course without affecting others, administrators create and assign it directly to the course, preserving the global default.

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

"To assign a custom certificate to a specific course, create the certificate in System Administration > Content > Certificates, then assign it to the course in Learning Activities > Items > [Item] > Certificate tab. This leaves the global default certificate unchanged for other items and programs."

* This confirms option B, as it allows targeted certificate assignment.

* How to Configure a Custom Certificate:

* Create the certificate with custom branding, then link it to the course via the item's Certificate tab, ensuring the global default remains intact.

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

"Custom certificates can be assigned to specific items by selecting the certificate in the item's Certificate tab.

The global default certificate, set in System Administration > Configuration > Global Application Settings, remains unaffected."

* Why Other Options are Incorrect:

* Option A (Remove default certificate): Removing the global default disrupts other courses.

"Removing the global default certificate affects all courses without a specific certificate" (SAP SuccessFactors Learning Admin Guide).

* Option C (Copy and edit default): Making a copy the new global default affects all courses.

"Editing the global default certificate applies changes to all courses using it" (SAP SuccessFactors Learning Admin Guide).

* Option D (Edit global default): Editing the global default changes certificates system-wide.

"Changes to the global default certificate impact all items and programs without custom certificates" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should create and assign a custom certificate to the specific course, leaving the global default unchanged, as specified in option B.

NEW QUESTION # 26

A report may be scheduled to run: There are 3 correct answers to this question.

- **A. Monthly**
- **B. Daily**
- **C. Weekly**
- D. Hourly
- E. Quarterly

Answer: A,B,C

NEW QUESTION # 27

The _____ record is an item scheduled for a date and time and manages user registration. Please choose the correct answer.

- A. Catalog
- **B. Scheduled Offering**
- C. Program
- D. Curriculum

Answer: B

NEW QUESTION # 28

What is the recommended procedure for an Administrator to add new dynamic attribute to a Notification Template?

- A. Copy and paste a Syntax Tag from any other template
- **B. Select an existing Syntax Tag from a list**
- C. Add a new Syntax Tag to the Notification Syntax ID
- D. Add a new Syntax Tag to the Notification Template

Answer: B

NEW QUESTION # 29

What reference value must already exist in SuccessFactors Learning to ensure that user records that contain this value will be accepted?

- **A. Country ID**
- B. Hire Date
- C. Job Code ID
- D. Organization ID

Answer: A

NEW QUESTION # 30

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