

# **C-THR88-2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning–The Best Exam Tutorials**



**SAP CERTIFICATION**

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

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

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q13-Q18):

### NEW QUESTION # 13

What are some defining features of sub-curricula? Note: There are 2 correct answers to this question.

- A. A sub curriculum is nested in a main curriculum
- B. Recurring items in a sub curriculum have no impact on the completion status of the main curriculum
- C. Changes to the completion status of a sub curriculum may affect the main curriculum
- D. Incomplete items in a sub curriculum have no effect on the completion status of the main curriculum

**Answer: A,C**

Explanation:

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

\* Understanding Sub-Curricula:

\* Sub-curricula are curricula nested within a main curriculum, allowing complex training structures. Their completion status can impact the main curriculum's status.

\* Nested Structure (B):

\* Sub-curricula are embedded within a main curriculum to organize related training requirements.

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

"A sub-curriculum is a curriculum that is nested within a main curriculum, allowing administrators to group related training requirements under a single curriculum structure."

\* Impact on Main Curriculum (C):

\* Changes to the completion status of a sub-curriculum can affect whether the main curriculum is marked as complete.

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

"The completion status of a sub-curriculum contributes to the overall completion status of the main curriculum. If a sub-curriculum is

incomplete, the main curriculum may remain incomplete until all requirements are met."

\* Why Other Options are Incorrect:

\* Option A (Recurring items have no impact):Recurring items in a sub-curriculum can affect the main curriculum's status if they are required for completion.

\* Option D (Incomplete items have no effect):Incomplete items in a sub-curriculum can prevent the main curriculum from being completed.

\* Conclusion:

\* Sub-curricula are nested within main curricula (B), and their completion status can affect the main curriculum (C).

#### NEW QUESTION # 14

As an Administrator in an SAP SuccessFactors Learning Management System, you are trying to schedule a new training session for next month. Upon attempting to schedule the instructor, you receive a warning that a possible resource conflict exists for the intended time. Which of the following is the most likely reason for this warning?

- A. The instructor has limited availability due to another scheduled session during the same time.
- B. The instructor's availability is NOT updated in the system.
- C. The instructor does NOT have the necessary qualifications to teach the course.
- D. The system is experiencing a technical glitch that requires a restart.

**Answer: A**

Explanation:

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

\* Understanding Resource Conflicts in Scheduling:

\* In SAP SuccessFactors Learning, scheduling a training session involves assigning resources, such as instructors and facilities. The system checks for conflicts, such as overlapping schedules, and issues warnings if conflicts are detected.

\* Instructor Availability Conflict:

\* The most likely reason for a resource conflict warning when scheduling an instructor is that the instructor is already booked for another session at the same time.

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

"When scheduling a class, the system checks the availability of assigned resources, including instructors. A warning is displayed if an instructor is already scheduled for another class at the same time, indicating a resource conflict."

\* This aligns with option B, as limited availability due to another session is the primary cause of the warning.

\* How the System Detects Conflicts:

\* The system maintains instructor schedules and compares the proposed class time with existing bookings. If there is an overlap, a warning is triggered.

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

"Instructor availability is tracked in the system based on their scheduled classes. Administrators receive a warning if attempting to schedule an instructor for a time slot that conflicts with an existing commitment."

\* Why Other Options are Incorrect:

\* Option A (Instructor lacks qualifications):Qualification issues may prevent assignment but do not trigger resource conflict warnings.  
"Instructor qualifications are validated separately and do not generate resource conflict warnings" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Availability not updated):Outdated availability data could cause issues, but the system relies on scheduled classes, not manual updates, for conflict checks.

"Instructor availability is based on system-scheduled classes, not manual availability updates" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Technical glitch):A technical glitch is unlikely and not the most probable cause compared to a scheduling conflict.

"Resource conflict warnings are typically due to scheduling overlaps, not system errors" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The most likely reason for the resource conflict warning is that the instructor has limited availability due to another scheduled session, as described in option B.

#### NEW QUESTION # 15

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 the Manage Assignments tool.
- D. Use Training Planner.

**Answer: B**

#### NEW QUESTION # 16

Your customer decides to map user record data to a custom column in SuccessFactors Learning. In which configuration file do you update the data source mappings in SuccessFactors Learning?

- **A. CONNECTORS**
- B. CONTENT IMPORT
- C. LMS\_AMIN
- D. ENTITYIMPORT

**Answer: A**

#### NEW QUESTION # 17

Which entities are visible on the Recents menu for easy access by Administrators? Note: There are 3 correct answers to this question.

- **A. Assignment Profile**
- **B. Tasks**
- C. Survey Object
- **D. Content Object**
- E. Content Package

**Answer: A,B,D**

Explanation:

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

\* Understanding the Recents Menu:

\* The Recents menu in SAP SuccessFactors Learning provides administrators with quick access to recently viewed or edited entities.

\* Visible Entities in the Recents Menu:

\* Content Object (A):Content objects, such as SCORM files, are accessible if recently viewed.

"Content Objects, such as SCORM or AICC files, appear in the Recents menu if recently accessed by administrators" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* Assignment Profile (D):Recently edited or viewed Assignment Profiles are displayed.

"Assignment Profiles are listed in the Recents menu when recently created or modified under System Administration > Automatic Processes" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* Tasks (E):Task-based checklists recently accessed are included.

"Tasks, such as task-based checklists, appear in the Recents menu when recently viewed or edited in Learning Activities > Tasks" (SAP SuccessFactors Learning Admin Guide, System Navigation).

\* How the Recents Menu Works:

\* The Recents menu, located in the administrative interface, tracks recently accessed entities for quick navigation.

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

"The Recents menu provides administrators with quick access to recently viewed or edited entities, including Content Objects, Assignment Profiles, and Tasks, streamlining navigation to frequently used items."

\* Why Other Options are Incorrect:

\* Option B (Survey Object):Surveys are not typically listed in the Recents menu.

"Survey Objects are managed separately and do not appear in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Content Package):Content Packages are not a distinct entity in the Recents menu.

"Content Packages are part of Content Objects and not separately listed in the Recents menu" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The Recents menu displays Content Objects, Assignment Profiles, and Tasks, as specified in options A, D, and E.

## NEW QUESTION # 18

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