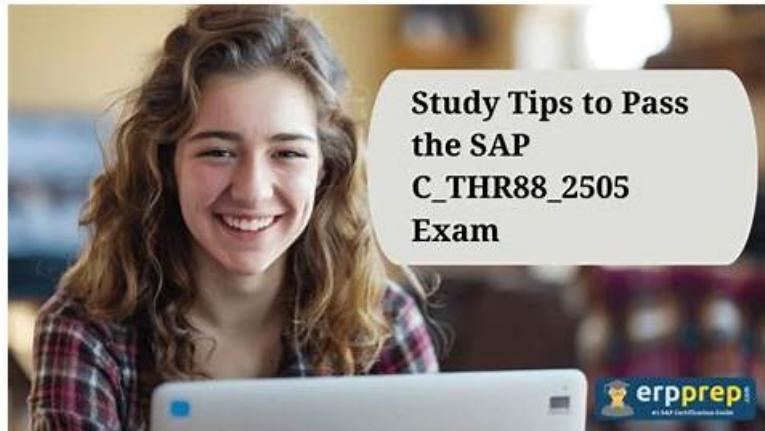


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q82-Q87):

NEW QUESTION # 82

What reference value must already exist in SF Learning to ensure that user records that certain value will be accepted?

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

Answer: D

NEW QUESTION # 83

What do you use to analyze training data and monitor users' learning progress?

- A. Programs
- B. Items
- **C. Reports**
- D. Classes

Answer: C

Explanation:

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

* Understanding Training Data Analysis and Monitoring:

* SAP SuccessFactors Learning provides tools to analyze training data and monitor users' learning progress, with reports being the primary mechanism for this purpose.

* Role of Reports:

* Reports allow administrators to generate detailed insights into training completion, compliance, and user progress, supporting data-driven decisions.

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

"Reports in SAP SuccessFactors Learning are used to analyze training data and monitor users' learning progress. Administrators can generate reports on completion status, compliance, and other metrics to track learning activities."

* This confirms option A, as reports are the primary tool for this purpose.

* Types of Reports Available:

* Reports include User Progress Reports, Completion Status Reports, and Compliance Reports, which provide detailed views of learning activities.

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

"Available reports include User Progress Reports for tracking individual learning, Completion Status Reports for curriculum compliance, and custom reports for specific metrics. Access reports via System Administration

> Reports."

* Why Other Options are Incorrect:

* Option B (Classes): Classes are scheduled instances of courses, not tools for analyzing data.

"Classes represent scheduled offerings of learning items, not tools for data analysis" (SAP SuccessFactors Learning Admin Guide).

* Option C (Items): Items are individual learning objects, not used for monitoring progress.

"Items are the building blocks of learning content, not used for progress monitoring" (SAP SuccessFactors Learning Admin Guide).

* Option D (Programs): Programs group learning content but do not provide analytical capabilities.

"Programs organize learning paths but do not offer reporting or monitoring functions" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Reports are used to analyze training data and monitor users' learning progress, as specified in option A.

NEW QUESTION # 84

You want to assign multiple courses that recur annually for new employees. How can you use the SAP Learning Management System to assign these courses?

- **A. Add a curriculum**
- B. Add an item
- C. Add a class
- D. Add a program

Answer: A

Explanation:

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

* Understanding Recurring Course Assignments:

* To assign multiple courses that recur annually for new employees, SAP SuccessFactors Learning uses curricula to manage recurring training requirements.

* Using a Curriculum (A):

* A curriculum is the appropriate entity for assigning multiple recurring courses, as it supports annual retraining and group assignments.

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

"To assign multiple courses with annual recurrence, create a curriculum in Learning Activities > Curricula, add the required courses, and configure annual retraining settings to ensure recurring assignments for new employees."

* This confirms option A, as curricula are designed for this purpose.

* How to Configure a Curriculum:

- * Create a curriculum, add courses, and set retraining intervals in the Content tab.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration): "In Learning Activities > Curricula, create a curriculum, add multiple items (courses), and set the Retraining Basis to annual in the Content tab to assign recurring training to users."
- * Why Other Options are Incorrect:
 - * Option B (Add a class): Classes are for scheduling specific sessions, not recurring assignments.
 - "Classes are scheduled instances of items, not suitable for recurring assignments" (SAP SuccessFactors Learning Admin Guide).
 - * Option C (Add a program): Programs are for self-paced learning, not recurring requirements.
 - "Programs support self-paced learning, not annual recurrence" (SAP SuccessFactors Learning Admin Guide).
 - * Option D (Add an item): Items are individual courses, not grouped for recurrence.
 - "Items are single learning objects, not suited for grouped recurring assignments" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
 - * To assign multiple recurring courses, the Administrator should add a curriculum, as specified in option A.

NEW QUESTION # 85

To proceed to the Advanced Safety Course, a learner must first complete either the Basic Safety Course or the Safety Essential Course. Which of the following actions must the Administrator take to configure this relationship? Note: There are 2 correct answers to this question.

- A. Use the OR relationship logic.
- B. Use the AND relationship logic.
- C. Create a single group of prerequisites.
- D. Create multiple groups of prerequisites.

Answer: A,C

Explanation:

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

- * Understanding Prerequisite Relationships:
 - * Prerequisites in SAP SuccessFactors Learning ensure users complete required courses before enrolling in others, with logic to define relationships (e.g., OR for alternatives).
 - * Configuring Prerequisites for Advanced Safety Course:
 - * Single Group of Prerequisites (A): Group the Basic Safety Course and Safety Essential Course in one prerequisite group.
 - "To require one of multiple courses as a prerequisite, create a single group of prerequisites in the item's Prerequisites tab" (SAP SuccessFactors Learning Admin Guide, Item Management).
 - * OR Relationship Logic (B): Use OR logic to allow either course to satisfy the requirement.
 - "Use OR relationship logic in the Prerequisites tab to allow completion of any one course in a group to satisfy the prerequisite requirement" (SAP SuccessFactors Learning Admin Guide, Item Management).
 - * How to Configure:
 - * In Learning Activities > Items > [Advanced Safety Course] > Prerequisites tab, create a group with both courses and set OR logic.
 - * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Prerequisite Configuration): "To configure prerequisites, go to Learning Activities > Items > [Item] > Prerequisites tab, create a single group with multiple courses, and set OR logic to allow completion of any one course to meet the requirement."
 - * Why Other Options are Incorrect:
 - * Option C (AND logic): AND requires both courses, not either.
 - "AND logic requires all courses in a group to be completed, not suitable for alternatives" (SAP SuccessFactors Learning Admin Guide).
 - * Option D (Multiple groups): Multiple groups complicate the logic unnecessarily.
 - "Multiple prerequisite groups are used for complex requirements, not single alternatives" (SAP SuccessFactors Learning Admin Guide).
 - * Conclusion:
 - * The Administrator should create a single group of prerequisites with OR logic, as specified in options A and B.

NEW QUESTION # 86

A training coordinator needs to assign a program to a single user.

What are the recommended steps the coordinator should perform to accomplish this task?

Note: There are 2 correct answers to this question.

- A. 1. Access the user record
2. Choose the Assign Learning link in the action section
3. Search for the program and select it
4. Add the program
- B. 1. Access the program
2. Choose the Assign action
3. Search for a user and select it
4. Add the user
- C. 1. Access the user record
2. Choose the program tab
3. Search for a program and select it
4. Add the program
- D. 1. Access assignment profiles
2. Add a new assignment profile
3. Define the user in a group
4. Add the program to the assignment profile

Answer: A,B

NEW QUESTION # 87

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