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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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 4	<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.
Topic 5	<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 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 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 8	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q75-Q80):

NEW QUESTION # 75

A customer reports that users are having a problem launching an online course because the START COURSE action is NOT available. What should you troubleshoot?

- A. Content object entity
- B. Content Mastery Score
- C. Content file on the content server
- **D. Item entity**

Answer: D

NEW QUESTION # 76

In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Items from Pool of Items
- B. #Hours of Specified Hour Type - Contact Hours
- C. #Hours of Specified Hour Type - Credit Hours
- **D. #Hours of Specified Hour Type from a Pool of Items**

Answer: D

NEW QUESTION # 77

What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Threshold
- B. Initial Period
- C. Retraining Basis
- D. Basis Date
- E. Initial Basis

Answer: C,D,E

Explanation:

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

* Understanding Period-Based Settings for Curriculum Items:

* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.

* Basis Date (A):

* The Basis Date determines the reference date used to calculate due dates for training requirements.

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

"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."

* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.

* Retraining Basis (B):

* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.

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

"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."

* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.

* Initial Basis (D):

* The Initial Basis defines the starting point for the initial assignment of the training requirement.

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

"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."

* This setting ensures the 45-day initial due date is calculated correctly.

* Why Threshold (C) and Initial Period (E) are Incorrect:

* Threshold (C): Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.

"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).

* Initial Period (E): Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.

* Conclusion:

* The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

NEW QUESTION # 78

If you are an Admin looking for any curricula that has the word Compliance in the title, what search operator would you use? Please choose the correct answer.

- A. Starts with
- B. Any
- C. Contains
- D. Exact

Answer: C

NEW QUESTION # 79

Your customer has two users who both work in the same support department and have access to the same Learning catalog. What Success Factors Learning function is available to non-hierarchically related users to suggest training to another individual? Please choose the correct answer.

- A. User Needs Management
- **B. Recommend**
- C. Assign to me
- D. Request Schedule

Answer: B

NEW QUESTION # 80

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