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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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"> 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"> 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 7	<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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q55-Q60):

NEW QUESTION # 55

A Success Factors learning customer requires all employees to verify learning events using a secondary method of verification before the learning event is recorded to their learning history. What settings do you need to enable in the global variables configuration? Please choose the correct answer.

- A. Electronic Signature Settings
- B. Delegate Settings
- C. Password Settings
- D. Login / Logout Settings

Answer: A

NEW QUESTION # 56

What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

- A. It restricts users to a predefined learning path, reducing the flexibility of the course.
- **B. It enables the creation of adaptive assessments in the Assessment builder to tailor exams based on user performance.**
- C. It allows Administrators to control user access to certain parts of the course content.
- D. It simplifies the process of grading by automatically assigning scores based on the number of linked objectives.

Answer: B

Explanation:

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

* Understanding Learning Objectives:

* Linking learning objectives to content items, attributes, and exams allows for structured assessment and tracking of learner proficiency.

* Advantage of Linking Objectives (A):

* Linking enables adaptive assessments that adjust based on user performance, enhancing personalized learning.

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

"Linking learning objectives to content items, attributes, and exams enables the Assessment builder to create adaptive assessments that tailor questions based on user performance, improving learning outcomes."

* This confirms option A, as adaptive assessments are a key benefit.

* How Adaptive Assessments Work:

* In the Assessment builder, objectives are linked to questions, allowing the system to adjust question difficulty or selection based on responses.

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

"The Assessment builder uses linked objectives to create adaptive assessments, dynamically selecting questions based on the learner's performance to align with defined objectives."

* Why Other Options are Incorrect:

* Option B (Automatic grading):Grading is based on question settings, not objective linking.

"Grading is configured per question, not directly tied to objective linking" (SAP SuccessFactors Learning Admin Guide).

* Option C (Restricts learning path):Objective linking enhances flexibility, not restricts it.

"Linking objectives supports flexible, adaptive learning, not restrictive paths" (SAP SuccessFactors Learning Admin Guide).

* Option D (Control access):Access control is managed by permissions, not objectives.

"User access is controlled by role-based permissions, not objective linking" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Linking objectives enables adaptive assessments in the Assessment builder, as specified in option A.

NEW QUESTION # 57

What are the potential warnings a manager may receive when assigning an item to a user? Note: There are 3 correct answers to this question.

- A. The item has been assigned to another user.
- **B. The item has been completed recently.**
- C. The item is NOT required per job code.
- **D. The item has already been assigned.**
- **E. The item has prerequisites.**

Answer: B,D,E

Explanation:

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

* Understanding Assignment Warnings:

* When assigning items, SAP SuccessFactors Learning generates warnings to alert managers about potential issues, such as prior assignments or prerequisites.

* Potential Warnings:

* Already Assigned (A):Warns if the item is already in the user's Learning Plan.

"A warning is displayed if an item is already assigned to a user, preventing duplicate assignments" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Prerequisites (C):Warns if the item has unmet prerequisites.

"If an item has prerequisites that the user has not completed, a warning is issued during assignment" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Completed Recently (D):Warns if the item was recently completed, to avoid redundant assignments.

"A warning appears if the user has recently completed the item, indicating no need for reassignment" (SAP SuccessFactors Learning

Admin Guide, Assignment Management).

* How Warnings are Triggered:

* The system checks the user's Learning Plan and history during assignment, generating warnings based on these conditions.

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

"During item assignment, the system checks for existing assignments, unmet prerequisites, and recent completions, displaying warnings to inform the manager of potential issues."

* Why Other Options are Incorrect:

* Option B (Not required per job code): Job code requirements are not checked during manual assignments.

"Job code requirements are enforced via Assignment Profiles, not manual assignments" (SAP SuccessFactors Learning Admin Guide).

* Option E (Assigned to another user): Assignments are user-specific and do not generate warnings based on other users.

"Warnings are specific to the user being assigned, not other users' assignments" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Potential warnings include the item being already assigned, having prerequisites, or being recently completed, as specified in options A, C, and D.

NEW QUESTION # 58

What needs to be configured to add a successful completion Status reference to SuccessFactors Learning?

Note: There are 2 correct answers to this question.

- A. Credit Given checkbox
- B. Item Type
- C. Domain
- D. Assignment Type

Answer: A,D

NEW QUESTION # 59

Which settings are needed on the content object record? Note: There are 2 correct answers to this question.

- A. Filename
- B. Developer tool
- C. Content Player
- D. Launch method

Answer: A,D

NEW QUESTION # 60

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