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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q58-Q63):

NEW QUESTION # 58

Which of the following permissions should be assigned to an Administrator to create new instructor accounts, update course materials, and search for specific classes?

- A. Edit Item, Add Instructor, Search Class
- B. Edit Instructor, Add Class, Copy Curriculum
- C. Add Curriculum, Delete Assignment Profile, Search Instructor
- D. Delete Instructor, Copy Item, Edit Assignment Profile

Answer: A

Explanation:

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

* Understanding Administrator Permissions:

* In SAP SuccessFactors Learning, permissions are assigned to roles (e.g., Administrator role) to control access to specific actions, such as creating instructor accounts, updating course materials, and searching for classes.

* Required Permissions for the Tasks:

* The question specifies three tasks: creating new instructor accounts (Add Instructor), updating course materials (Edit Item), and searching for specific classes (Search Class).

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Security Guide, Role-Based Permissions):

"Role-Based Permissions allow administrators to perform specific actions based on assigned permissions. The 'Add Instructor' permission enables creating new instructor records, 'Edit Item' allows updating course materials, and 'Search Class' permits searching for scheduled classes."

* Breaking Down the Permissions:

* Edit Item: Allows administrators to modify course content, such as updating materials or settings for learning items.

"The Edit Item permission grants access to modify item details, including course materials, objectives, and settings" (SAP SuccessFactors Learning Admin Guide).

* Add Instructor: Enables the creation of new instructor accounts in the system.

"The Add Instructor permission allows administrators to create and manage instructor records under Learning Activities > Instructors" (SAP SuccessFactors Learning Admin Guide).

* Search Class: Permits searching for specific class schedules or offerings.

"The Search Class permission enables searching for classes by criteria such as course ID, date, or location" (SAP SuccessFactors Learning Admin Guide).

* Why Other Options are Incorrect:

* Option A (Delete Instructor, Copy Item, Edit Assignment Profile): Deleting instructors and editing Assignment Profiles are unrelated to the specified tasks.

"Delete Instructor removes instructor records, and Edit Assignment Profile manages automatic assignments, not course materials or class searches" (SAP SuccessFactors Learning Security Guide).

* Option C (Edit Instructor, Add Class, Copy Curriculum): Editing instructors and copying curricula do not cover updating course materials or searching classes.

"Edit Instructor modifies existing instructor records, and Copy Curriculum duplicates curricula, not relevant to the specified tasks" (SAP SuccessFactors Learning Admin Guide).

* Option D (Add Curriculum, Delete Assignment Profile, Search Instructor): These permissions focus on curricula and instructor searches, not course materials or class searches.

"Add Curriculum creates new curricula, and Search Instructor locates instructor records, not classes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The permissions required to create new instructor accounts, update course materials, and search for classes are Edit Item, Add Instructor, and Search Class, as specified in option B.

NEW QUESTION # 59

What user actions may require the user to complete an approval process?

Note: There are 3 correct answers to this question.

- A. Self-Registering into a Class
- B. Self-Assigning a Curriculum from the Library
- C. Launching an Online Item
- D. Recommending an item to a peer
- E. Withdrawing from a Class

Answer: A,B,E

NEW QUESTION # 60

When should training be assigned using curricula? Note: There are 3 correct answers to this question.

- A. When completion status may change over time.
- B. When progress restriction is necessary.
- C. When qualification must be maintained.
- D. When you want the user to get a certificate for training.
- E. When training recurs.

Answer: B,C,E

Explanation:

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

* Understanding Curriculum Assignments:

* Curricula in SAP SuccessFactors Learning are used for structured, recurring, or compliance- driven training requirements.

* When to Use Curricula:

* Progress Restriction (A): Curricula enforce completion order or dependencies.

"Curricula are used when progress restriction is necessary, ensuring users complete requirements in a specific order" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Qualification Maintenance (C): Curricula maintain ongoing qualifications.

"Curricula are ideal for maintaining qualifications, such as certifications, through recurring or mandatory training" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Recurring Training (D): Curricula support recurring training schedules.

"Curricula are used for recurring training, such as annual compliance requirements, with configurable retraining intervals" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* How Curricula are Configured:

* In Learning Activities > Curricula, administrators set progress restrictions, qualification requirements, and recurrence.

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

"Assign curricula when progress restrictions, qualification maintenance, or recurring training are required.

Configure these in Learning Activities > Curricula > [Curriculum] > Settings tab."

* Why Other Options are Incorrect:

* Option B (Get a certificate): Certificates are tied to items, not curricula.

"Certificates are configured at the item level, not curricula" (SAP SuccessFactors Learning Admin Guide).

* Option E (Completion status changes): Status changes are managed by items or programs, not curricula.

"Completion status changes are tracked at the item or program level, not curricula" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Curricula are used for progress restriction, qualification maintenance, and recurring training, as specified in options A, C, and D.

NEW QUESTION # 61

In which sections of the New Home Learning Experience will the user see administrator or system-assigned learning? Note: There are 2 correct answers to this question.

- A. Under the Recommended Section
- B. Under the Important Learning Section
- C. Under the Required Learning Section
- D. Under the Invest in Myself Section

Answer: B,C

Explanation:

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

* Understanding the New Home Learning Experience:

* The New Home Learning Experience in SAP SuccessFactors Learning organizes content on the user's Home Page, including sections for assigned learning.

* Sections for Assigned Learning:

* Important Learning Section (C): Displays priority or administrator-assigned learning.

"The Important Learning Section on the Home Page displays administrator-assigned or system-assigned learning with high priority" (SAP SuccessFactors Learning User Guide, Home Page).

* Required Learning Section (D): Shows mandatory learning assignments.

"The Required Learning Section displays mandatory learning assignments, such as curricula or items, assigned by administrators or the system" (SAP SuccessFactors Learning User Guide, Home Page).

* How Content is Displayed:

* Administrator or system-assigned learning appears in these sections to ensure visibility.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):

"In the New Home Learning Experience, administrator- or system-assigned learning appears in the Important Learning Section for priority content and the Required Learning Section for mandatory assignments, ensuring users see critical training."

* Why Other Options are Incorrect:

* Option A (Recommended Section): This is for suggested, not assigned, content.

"The Recommended Section displays suggested content, not administrator-assigned learning" (SAP SuccessFactors Learning User Guide).

* Option B (Invest in Myself Section): This is for optional, user-selected content.

"The Invest in Myself Section shows optional content users can self-assign, not mandatory assignments" (SAP SuccessFactors Learning User Guide).

* Conclusion:

* Users see administrator or system-assigned learning in the Important Learning and Required Learning sections, as specified in options C and D.

NEW QUESTION # 62

In order for an assignment profile to be valid, when targeting the population of users at least one of each of following must be selected/populated? Please select all the correct answers that apply.

- A. Attributes
- B. Domain(s)
- C. Value(s)
- D. Curricula

Answer: A,B,C

NEW QUESTION # 63

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