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## **Hot Reliable C-THR88-2505 Exam Simulator 100% Pass | Efficient C-THR88-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning 100% Pass**

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q50-Q55):**

### NEW QUESTION # 50

Which security features should an Administrator configure to give users access to SAP SuccessFactors HCM Administrator Tools?  
Note: There are 3 correct answers to this question.

- A. Permission Roles
- B. Permission Groups
- C. Role-Based Permissions
- D. Permission Reports
- E. References

**Answer: A,B,C**

Explanation:

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

\* Understanding HCM Administrator Tools Access:

\* Access to SAP SuccessFactors HCM Administrator Tools, including Learning, is controlled through security settings.

\* Security Features:

\* Role-Based Permissions (A):Define specific actions users can perform.

"Role-Based Permissions control access to HCM Administrator Tools, including Learning, by defining specific actions for roles" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* Permission Groups (C):Group users for permission assignment.

"Permission Groups organize users for assigning permissions to access HCM Administrator Tools" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* Permission Roles (D):Define the roles with specific permissions.

"Permission Roles, assigned to Permission Groups, grant access to HCM Administrator Tools like Learning" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* How to Configure:

\* Configure these in System Administration > Security to grant access to administrators.

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

"To grant access to HCM Administrator Tools, configure Role-Based Permissions, Permission Groups, and Permission Roles in System Administration > Security to define who can access Learning administration features."

\* Why Other Options are Incorrect:

\* Option B (Permission Reports):Reports are for data analysis, not access control.

"Permission Reports analyze access, not grant it" (SAP SuccessFactors Learning Admin Guide).

\* Option E (References):References are data fields, not security features.

"References are used for data mapping, not security configuration" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Role-Based Permissions, Permission Groups, and Permission Roles are configured for access to HCM Administrator Tools, as specified in options A, C, and D.

### NEW QUESTION # 51

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They can be used as searchable attributes for assignment profiles and reporting.
- B. They send automated e-mail reminders to users about upcoming assignments.
- C. They can be referenced or unreferenced.
- D. They automatically generate personalized learning recommendations for users.

**Answer: A,C**

Explanation:

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

\* Understanding User Custom Referenced Fields:

\* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.

\* Benefits of Custom Referenced Fields:

\* Referenced or Unreferenced (A):These fields can be linked to other system entities (referenced) or standalone (unreferenced).

"User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).

\* Searchable Attributes (C):They can be used in assignment profiles and reports for targeting or analyzing users.

"Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).

\* How Custom Fields are Used:

\* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.

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

"To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."

\* Why Other Options are Incorrect:

\* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations.

"Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Automated reminders): Reminders are managed by notification settings, not custom fields.

"Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

### NEW QUESTION # 52

SAP SuccessFactors Learning offers the following launch methods: There are 4 correct answers to this question.

- A. AICC
- B. SCORM
- C. Browser
- D. Media Player
- E. Content Player

**Answer: A,B,C,E**

### NEW QUESTION # 53

What character set does SuccessFactors support for user connector?

- A. ANSI
- B. UCS-2
- C. ASCII
- D. UTF-8

**Answer: D**

### NEW QUESTION # 54

Your customer needs SuccessFactors Learning to automatically assign curricula, programs, and items to groups of users, and to notify them upon assignment. Which of the following Automatic Process Modules (APMs) must be enabled?

Note: There are 2 correct answers to this question.

- A. Learning Plan Notification APM
- B. Learning Expiration Notification APM
- C. Item Scheduling Demand APM
- D. Assignment Profile Synchronization APM

**Answer: A,D**

### NEW QUESTION # 55

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