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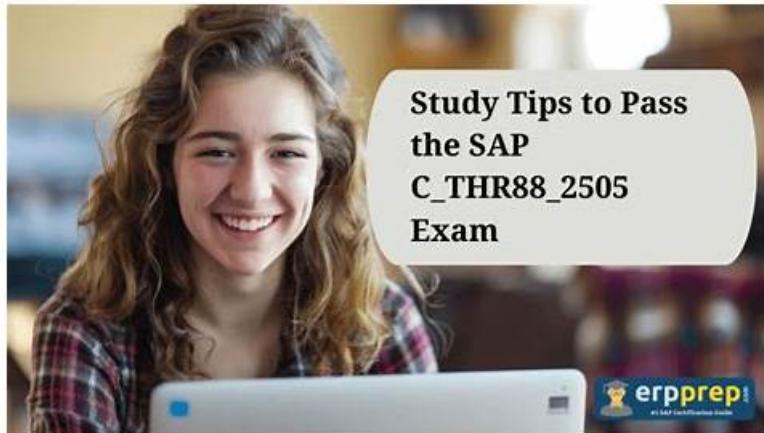
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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 (Q57-Q62):

NEW QUESTION # 57
Which features are possible when using the Assignment builder? Note: There are 2 correct answers to this question.

- A. Questions previously created using Question Library may be added to exam-type Assessments
- B. Questions may be created directly in Assessment entity.
- C. Questions previously created using Question Library may be added to quiz-type Assessments
- D. Objectives may be created directly in Assessment builder

Answer: A,B

NEW QUESTION # 58
What type of job do you need to set up in provisioning to synchronize competency data from the SAP SuccessFactors HCM Platform to SAP SuccessFactors Learning?

- A. Export
- B. Sync Position Model with Employee Data
- C. Import
- D. Synchronize Business Configuration

Answer: A

NEW QUESTION # 59
What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 60

What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

- A. SCORM
- B. HTML
- C. OAI
- D. xAPI
- E. Browser

Answer: A,B,E

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Communication Protocols and Launch Methods:
* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.
* Supported Protocols and Methods:
* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.
"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).
* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.
"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).
* Browser (E):The browser is the primary launch method for accessing online content in the system.
"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).
* Why Other Options are Incorrect:
* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP SuccessFactors Learning configurations compared to SCORM and AICC.
"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP SuccessFactors Learning Admin Guide).
* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning.
"OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION # 61

A user has completed a course and submitted the required paperwork to the HR department in PDF format.
How does a Learning Administrator upload the attachment is SuccessFactors Learning so that it is associated with the completed

course?

- A. Access the Users menu and upload the attachment using the Learning Event Editor
- B. Access the content menu and upload the attachment using the Documents tab
- C. Access the Item record and upload the attachment using the Documents tab
- D. Access the System Admin menu and upload the attachment using the Attachments Utilization tool

Answer: A

NEW QUESTION # 62

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