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Exam : C_THR88_2505

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors
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1/3

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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> • 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	<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.
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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q64-Q69):

NEW QUESTION # 64

The Human Resources department needs a streamlined process for highlighting revised training courses for learners directly from their homepage. What is the most effective approach for the Administrator to implement this functionality? Note: There are 2 correct answers to this question.

- A. Have the users create training requests for the revised training courses.
- B. Notify all managers on the training course revisions.
- C. Create Easy Links for the revised courses and notify learners.
- D. Use library banners to feature the revised courses.

Answer: C,D

Explanation:

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

* Understanding Course Highlighting:

* Highlighting revised training courses on the learner's homepage requires methods to make content prominent and accessible.

* Create Easy Links and Notify Learners (C):

- * Easy Links provide direct access to courses from the homepage, and notifications inform learners of revisions.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, User Interface Configuration):
"Easy Links are shortcuts to specific learning content, such as revised courses, displayed on the learner's homepage. Administrators can create Easy Links and send notifications to inform users of new or updated content."
- * Use Library Banners (D):
- * Library banners feature prominent courses, making revised content visible to learners.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Library Management):
"Library banners are used to highlight specific content, such as revised courses, within a library. Banners appear on the learner's homepage or library interface to draw attention to featured items."
- * Why Other Options are Incorrect:
- * Option A (Training requests): Training requests are user-initiated and not efficient for highlighting revisions.
"Training requests are submitted by users, not used to highlight revised content" (SAP SuccessFactors Learning Admin Guide).
- * Option B (Notify managers): Notifying managers does not directly highlight courses for learners.
"Manager notifications inform supervisors, not learners, of content updates" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The most effective approaches are creating Easy Links with notifications and using library banners, as specified in options C and D.

NEW QUESTION # 65

How can you refine the library search results to filter similar learning activities? Note: There are 3 correct answers to this question.

- A. By Surveys
- B. By Items Completed
- C. By Categories
- D. By Source
- E. By Learning Type

Answer: C,D,E

Explanation:

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

* Understanding Library Search Refinement:

* Library searches in SAP SuccessFactors Learning can be filtered to refine results and find similar learning activities based on specific attributes.

* Filter Options:

* By Learning Type (B): Filters by the type of learning (e.g., online, instructor-led).

"The Learning Type filter allows users to refine library searches by content type, such as online courses, instructor-led classes, or blended learning" (SAP SuccessFactors Learning Admin Guide, Library Search).

* By Source (C): Filters by the content's origin (e.g., internal, external provider).

"The Source filter refines search results by content source, such as SAP content or third-party providers" (SAP SuccessFactors Learning Admin Guide, Library Search).

* By Categories (D): Filters by predefined categories (e.g., compliance, leadership).

"The Categories filter narrows library search results by content categories, enabling users to find related learning activities" (SAP SuccessFactors Learning Admin Guide, Library Search).

* How Filters are Applied:

* In the library search interface, users select filters like Learning Type, Source, and Categories to refine results.

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

"To refine library search results, use filters such as Learning Type, Source, and Categories in the library search interface. These filters help users locate similar learning activities based on specific criteria."

* Why Other Options are Incorrect:

* Option A (Items Completed): Completion status is not a library search filter.

"Items Completed is not a filter for library searches; it is used in reports" (SAP SuccessFactors Learning Admin Guide).

* Option E (Surveys): Surveys are not a filter for learning activities.

"Surveys are associated with courses but not used as library search filters" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Library search results can be refined by Learning Type, Source, and Categories, as specified in options B, C, and D.

NEW QUESTION # 66

Which integration function should be configured to give employees access to the SAP SuccessFactors Learning Management System from the SAP SuccessFactors HCM Suite?

- A. Content API integration
- B. Web service integration
- **C. Embedded learning integration**
- D. Single Sign-On (SSO) integration

Answer: C

Explanation:

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

* Understanding Integration with HCM Suite:

* Integrating SAP SuccessFactors Learning with the SAP SuccessFactors HCM Suite allows employees to access learning content directly from the HCM interface, enhancing user experience.

* Embedded Learning Integration (C):

* Embedded learning integration enables seamless access to the Learning Management System (LMS) within the HCM Suite.

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

"Embedded learning integration allows employees to access SAP SuccessFactors Learning content directly from the HCM Suite interface, such as the Home Page or Learning Plan, without navigating to a separate LMS portal."

* This confirms option C, as embedded learning is the correct integration method.

* How Embedded Learning is Configured:

* Configure the integration in Provisioning by setting the Learning Integration URL and Service Provider settings, enabling single sign-on (SSO) and embedded access.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Embedded Learning Setup):

"To enable embedded learning, configure the Learning Integration URL and Service Provider settings in Provisioning. This allows employees to access learning content seamlessly within the HCM Suite via SSO."

* Why Other Options are Incorrect:

* Option A (Single Sign-On integration):SSO supports authentication but is not the primary method for embedded access.

"SSO facilitates authentication but is a component of embedded learning, not the integration itself" (SAP SuccessFactors Learning Admin Guide).

* Option B (Content API integration):Content APIs are for specific content interactions, not full LMS access.

"Content APIs manage specific content interactions, not embedded learning access" (SAP SuccessFactors Learning Admin Guide).

* Option D (Web service integration):Web services are for custom integrations, not embedded learning.

"Web service integrations are used for custom API calls, not embedded learning" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Embedded learning integration enables employees to access the LMS from the HCM Suite, as specified in option C.

NEW QUESTION # 67

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.**
- B. Establish release management.
- **C. Define roles and responsibilities as part of a process transformation office.**
- D. Establish regular housekeeping tasks and procedures.
- **E. Integrate clean core practices in the end-to-end value process chain.**

Answer: A,C,E

Explanation:

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

* Understanding Clean Core Operations:

* Clean core operations in SAP SuccessFactors Learning ensure minimal customization and adherence to standard processes for scalability and upgrades.

* Guiding Principles:

* Organizational Structure and Methodology (A):Establishes a framework for clean core.

"Establish an organizational structure, technical foundation, and transformation methodology to support clean core operations, ensuring standardized processes" (SAP SuccessFactors Learning Admin Guide, System Management).

* Integrate Practices in Value Chain (B):Embeds clean core in all processes.

"Integrate clean core practices into the end-to-end value process chain to maintain consistency and efficiency" (SAP SuccessFactors Learning Admin Guide, System Management).

* Define Roles in Transformation Office (D): Clarifies responsibilities for clean core.

"Define roles and responsibilities within a process transformation office to oversee clean core operations and compliance" (SAP SuccessFactors Learning Admin Guide, System Management).

* How to Implement:

* Configure system settings and governance structures to align with clean core principles.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Clean Core Principles):

"To achieve clean core operations, establish an organizational structure and methodology, integrate practices across the value chain, and define roles in a transformation office via System Administration > Configuration."

* Why Other Options are Incorrect:

* Option C (Housekeeping tasks): These are operational, not strategic principles.

"Housekeeping tasks are maintenance activities, not core clean core principles" (SAP SuccessFactors Learning Admin Guide).

* Option E (Release management): Release management is a separate process.

"Release management is distinct from clean core guiding principles" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Clean core principles include establishing structure and methodology, integrating practices, and defining roles, as specified in options A, B, and D.

NEW QUESTION # 68

Where should the Administrator go to prevent the CEO's email address from receiving training notifications from the SAP SuccessFactors Learning Management System?

- A. Global Applications Settings
- B. Registration Settings
- C. User Settings
- D. System Configuration

Answer: A

Explanation:

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

* Understanding Notification Suppression:

* Preventing specific users (e.g., the CEO) from receiving training notifications requires configuring notification settings in SAP SuccessFactors Learning.

* Global Applications Settings (D):

* Notification exclusions are managed in Global Applications Settings, where administrators can specify users or groups to exclude from notifications.

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

"Global Applications Settings allow administrators to configure notification preferences, including excluding specific users (e.g., by User ID or role) from receiving training notifications. Access this via System Administration > Configuration > Global Applications Settings."

* How to Exclude a User:

* In Global Applications Settings, administrators can add the CEO's User ID to an exclusion list for notifications.

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

"To prevent a user from receiving notifications, add their User ID to the notification exclusion list in System Administration > Configuration > Global Applications Settings > Notification Settings."

* Why Other Options are Incorrect:

* Option A (System Configuration): This is a broad area but not specific to notification exclusions.

"System Configuration includes general settings, but notification exclusions are managed in Global Applications Settings" (SAP SuccessFactors Learning Admin Guide).

* Option B (Registration Settings): Registration Settings control enrollment, not notifications.

"Registration Settings manage class enrollment rules, not notification preferences" (SAP SuccessFactors Learning Admin Guide).

* Option C (User Settings): User Settings are for individual user profiles, not notification exclusions.

"User Settings configure individual user data, not system-wide notification exclusions" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should go to Global Applications Settings to prevent the CEO's email from receiving notifications, as specified in option D.

