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## SAP C\_THR88\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• <b>Setting Up and Integrating SAP SuccessFactors Learning:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Managing Security, Configuring Customer Requirements, and Migrating Data:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Managing Classes and Online Content:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Configuring Item Relationships and Advanced Administrator Features:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Working with Items, Curricula, and Programs:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Managing and Reporting in SAP SuccessFactors Learning:</b> This section of the exam measures skills of SAP Learning Administrators and covers the processes involved in managing training records and extracting actionable insights through reporting tools. It focuses on generating, customizing, and interpreting reports to support organizational learning goals and compliance tracking.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Evaluating Training:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Creating Email Notifications, Certifications, and Approval Processes:</b> 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q38-Q43):

### NEW QUESTION # 38

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

**Answer: C,D**

#### NEW QUESTION # 39

What is the maximum number of steps that may be created for an Approval Process?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: D**

Explanation:

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

\* Understanding Approval Processes:

\* Approval Processes in SAP SuccessFactors Learning define workflows for approving actions, such as course registrations or learning requests. Each process consists of steps (e.g., manager approval, HR approval).

\* Maximum Number of Steps:

\* The system allows a maximum of 5 steps in an Approval Process to balance flexibility and system performance.

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

"An Approval Process in SAP SuccessFactors Learning can include up to 5 steps, allowing administrators to configure multi-level approval workflows for actions like registration or external learning requests."

\* This confirms option C, as the maximum number of steps is 5.

\* Configuring Approval Processes:

\* Administrators define steps in the Approval Process under System Administration > Configuration > Approval Processes, specifying approvers (e.g., manager, HR) for each step.

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

"To configure an Approval Process, navigate to System Administration > Configuration > Approval Processes. Add up to 5 steps, assigning approvers and conditions for each step."

\* Why Other Options are Incorrect:

\* Option A (3), B (4), D (6): The system explicitly limits Approval Processes to 5 steps, making these options incorrect.

"The maximum number of steps in an Approval Process is 5; configurations exceeding this limit are not supported" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The maximum number of steps that can be created for an Approval Process is 5, as specified in option C.

#### NEW QUESTION # 40

A SF learning customer requires an approval process to be completed successfully whenever user record completion of an existing item for themselves. Where can this be configured. (2)

- A. System admin a configuration a global variables a Electronic Signature Settings a completion status additional approval process ID
- B. System admin a configuration a user settings a user-recorded learning event approval settings a Require approval when users record internal events
- C. System admin a configuration a global variables a Electronic Signature Settings a External event additional approval process ID
- D. System admin a configuration a user settings a user-recorded learning event approval settings a require approval when users record external events

**Answer: B,D**

### NEW QUESTION # 41

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

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

**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 # 42

What character encoding does SAP SuccessFactors support for the user connector?

- A. USC-2
- **B. UTF-8**
- C. ASCII
- D. ANSI

**Answer: B**

### NEW QUESTION # 43

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