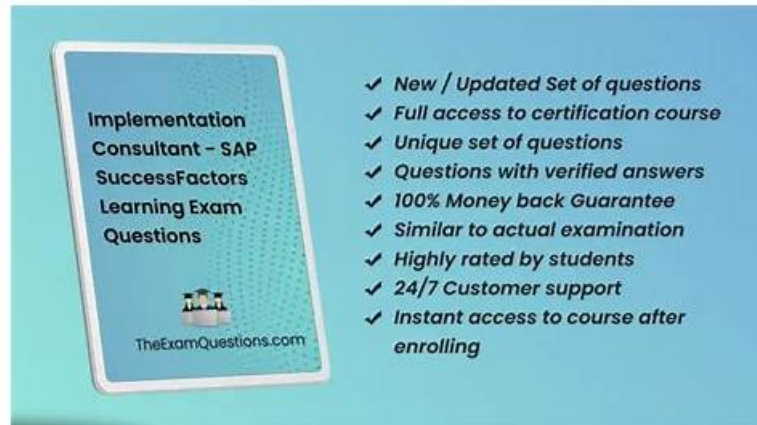


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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	<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 3	<ul style="list-style-type: none"> 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 4	<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 5	<ul style="list-style-type: none"> Managing and Reporting in SAP SuccessFactors Learning: 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.

Topic 6	<ul style="list-style-type: none"> • 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 7	<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 8	<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 (Q28-Q33):

NEW QUESTION # 28

Which of the following best describes the appropriate use of the instructor role designated for the E-signature Process in the SAP SuccessFactors Learning Management System?

- A. The instructor role for the E-signature Process can be used interchangeably for registration and withdrawal approvals as well.
- **B. The instructor role for the E-signature Process should only be used for E-signatures and should NOT be added to approval processes for registration or withdrawal.**
- C. The instructor role for the E-signature Process is used to approve registration requests and manage class rosters.
- D. Instructors with the E-signature role are responsible for all types of approvals, including registration, withdrawal, and E-signature verifications.

Answer: B

Explanation:

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

* Understanding the E-signature Process:

* The E-signature Process in SAP SuccessFactors Learning is used to verify learner completion of certain activities, such as acknowledging content, through electronic signatures.

* Instructor Role for E-signature (C):

* The instructor role designated for the E-signature Process is restricted to E-signature verification and should not be used for other approval processes, such as registration or withdrawal.

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

"The instructor role for the E-signature Process is specifically designated for verifying E-signatures in learning activities. This role should not be added to approval processes for registration, withdrawal, or other actions to maintain clear separation of responsibilities."

* This confirms option C, emphasizing the role's exclusivity to E-signatures.

* How the E-signature Role is Configured:

* Administrators assign the E-signature instructor role to specific users who verify signatures, ensuring it is not mixed with other

approval roles.

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

"To configure the E-signature instructor role, navigate to Learning Activities > Instructors, select the instructor, and assign the E-signature permission. This role is restricted to E-signature tasks and should not overlap with registration or withdrawal approvals."

* Why Other Options are Incorrect:

* Option A (Approve registration and manage rosters):The E-signature role is not used for registration or roster management.

"Registration and roster management are handled by other roles, not the E-signature instructor role" (SAP SuccessFactors Learning Admin Guide).

* Option B (All types of approvals):The E-signature role is specific to signatures, not a general approval role.

"The E-signature role is limited to signature verification, not general approvals" (SAP SuccessFactors Learning Admin Guide).

* Option D (Interchangeable for approvals):The role is not interchangeable with other approval processes.

"The E-signature role cannot be used interchangeably with other approval roles due to its specific purpose" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The E-signature instructor role should only be used for E-signatures and not for registration or withdrawal approvals, as specified in option C.

NEW QUESTION # 29

Your Customer would like to change 'SuccessFactors Learning' to 'ACME Training Company' wherever it appears in the application. Where can you customer change this value? Note: There are 2 correct answers to this question.

- A. System Admin -> Global Variables -> text replacement
- B. System Admin -> Tools -> Label Import / Export
- C. System Admin -> Application Admin -> Branding Styles
- D. References -> Geography -> Lables

Answer: A,B

NEW QUESTION # 30

An administrator ran the learning history connector today. Now many users have a Safety Course on their learning plan, even though they had already completed it successfully.

What are possible reasons for this?

Note: There are 2 correct answers to this question.

- A. The completion dates for the items in the learning history were in the past.
- B. The item was assigned to the users as a free-floating item (NOT as part of a curriculum or program).
- C. The completion dates for the Safety Course were after the assignment dates.
- D. The item was assigned as part of a curriculum with the "Ignore Previous Completions" checkbox unchecked.

Answer: C,D

NEW QUESTION # 31

What is the calculated basis date for an annually required item in the curriculum that is initially due on Dec 31, 2025?

- A. Dec 30, 2024
- B. Jan 1, 2025
- C. Jan 1, 2024
- D. Dec 31, 2025

Answer: B

Explanation:

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

* Understanding Basis Date for Annually Required Items:

* In SAP SuccessFactors Learning, the basis date for an annually required item in a curriculum determines the reference point for calculating due dates, particularly for recurring requirements.

* Calculating the Basis Date (C):

* For an item initially due on Dec 31, 2025, with annual recurrence, the basis date is typically the start of the year (Jan 1, 2025) to align with the annual cycle.

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

"The basis date for an annually required item is calculated as the start of the year in which the item is initially due, unless otherwise specified. For an item due on Dec 31, 2025, the basis date is Jan 1, 2025, to establish the annual recurrence cycle."

* This confirms option C, as Jan 1, 2025, is the calculated basis date.

* How the Basis Date is Determined:

* The system uses the basis date to anchor the recurrence schedule, ensuring the item is due annually from that point (e.g., Dec 31 each year starting from 2025).

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

"For annually recurring items, set the basis date in the Curriculum Content tab. The system defaults to Jan 1 of the initial due year (e.g., Jan 1, 2025, for a Dec 31, 2025, due date) to calculate recurrence."

* Why Other Options are Incorrect:

* Option A (Jan 1, 2024): This is too early and does not align with the 2025 due date.

"The basis date must align with the initial due year, not a prior year" (SAP SuccessFactors Learning Admin Guide).

* Option B (Dec 30, 2024): This is not a standard basis date for annual recurrence.

"Dec 30, 2024, does not serve as the basis for a 2025 due date" (SAP SuccessFactors Learning Admin Guide).

* Option D (Dec 31, 2025): This is the due date, not the basis date.

"The due date (e.g., Dec 31, 2025) is distinct from the basis date, which anchors recurrence" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The calculated basis date for an annually required item due on Dec 31, 2025, is Jan 1, 2025, as specified in option C.

NEW QUESTION # 32

Your customer would like to send an email to users with a link to a specific scheduled offering. Where do you create this link?

- A. Configuration -> Easy Links
- B. Configuration -> Quick Links Configuration
- C. Configuration -> Landing Page Settings
- D. Tools -> Direct Link

Answer: D

NEW QUESTION # 33

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