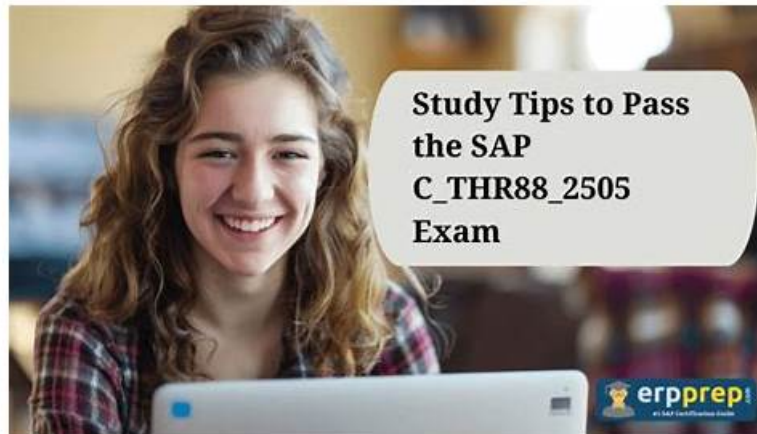# Best SAP Frequent C_THR88_2505 Updates Professionally Researched by SAP Certified Trainers

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q46-Q51):

NEW QUESTION # 46
What steps should the Administrator take to ensure participants complete the feedback survey for training?

- A. Create the survey as an object, then independently distribute it to participants.
- B. Create the survey and upload it to an external survey platform, then share the platform link with the participants.
- C. Create the survey and directly email the link to all participants.
- D. Create the survey object, then link the survey to the item to be completed and make it required in Settings.

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Feedback Surveys:
* To ensure participants complete feedback surveys, administrators must create and link surveys to courses and enforce completion.
* Correct Approach (D):
* Create a survey object, link it to the course item, and set it as required in the settings to enforce completion.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Management):
"To ensure survey completion, create a survey object in Learning Activities > Surveys, link it to the item in the Item's Survey tab, and set the survey as required in the item's Settings tab."
* This confirms option D, as it outlines the complete process.
* How to Configure:
* Create the survey, associate it with the item, and enable the "Required" setting to prevent course completion without survey submission.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Configuration):
"In the item's Settings tab, enable the 'Survey Required' option to ensure learners must complete the linked survey before the course is marked complete."
* Why Other Options are Incorrect:
* Option A (Email link):Emailing links does not enforce completion.
"Emailing survey links does not ensure completion; surveys must be linked and required" (SAP SuccessFactors Learning Admin Guide).
* Option B (Distribute independently):Independent distribution lacks enforcement.
"Independent survey distribution does not tie completion to course progress" (SAP SuccessFactors Learning Admin Guide).
* Option C (External platform):External platforms are not integrated with the LMS.
"External survey platforms are not supported for enforced completion in the LMS" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The Administrator should create a survey object, link it to the item, and make it required, as specified in option D.

NEW QUESTION # 47
Your customer would like to synchronize the Competency Model in SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning. What are some things you can do to synchronize this data?Note: There are
2 Correct to this question.

- A. Schedule the process for the Competency Connector to run
- B. Upload the Competency Connector file to the FTP location
- C. Navigate to System Admin Configuration Competency Assessment and complete the competency assessment
- D. Navigate to Performance - Tools Competency Gap Assistant in SAP SuccessFactors Learning and complete the gap assessment

Answer: A,B

NEW QUESTION # 48
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

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

Answer: B,D,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 # 49
Which attribute would you use to exclude the HR coordinators from the Permission Group for Administrators working in Germany?

- A. Department
- B. User name
- C. Location
- D. Job code

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Permission Groups:
* Permission Groups in SAP SuccessFactors Learning define which users have specific roles, such as Administrators, based on attributes like job code.
* Excluding HR Coordinators (B):
* The job code attribute is used to exclude specific roles (e.g., HR coordinators) from a Permission Group.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):
"To exclude users from a Permission Group, use attributes like job code to define the target population. For example, exclude users with the HR coordinator job code from the Administrator group in System Administration > Security > Permission Groups."
* This confirms option B, as job code is the most appropriate attribute.
* How to Configure:
* In the Permission Group settings, administrators define exclusion rules using job code to filter out HR coordinators.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Permission Group Configuration):
"In System Administration > Security > Permission Groups, create or edit a group and use the job code attribute to exclude specific roles, such as HR coordinators, from administrative permissions."
* Why Other Options are Incorrect:
* Option A (User name):User name is too specific for group-level exclusions.
"User name is used for individual user management, not group exclusions" (SAP SuccessFactors Learning Admin Guide).
* Option C (Department):Department may include other roles, not specific enough.
"Department is broader than job code and may not target specific roles" (SAP SuccessFactors Learning Admin Guide).
* Option D (Location):Location is unrelated to job roles like HR coordinator.
"Location is used for geographic filtering, not role-based exclusions" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The job code attribute is used to exclude HR coordinators from the Permission Group, as specified in option B.

NEW QUESTION # 50
What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

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

Answer: A

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 # 51
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