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## SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q66-Q71):

### NEW QUESTION # 66

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. Instructors with the E-signature role are responsible for all types of approvals, including registration, withdrawal, and E-signature verifications.
- C. The instructor role for the E-signature Process is used to approve registration requests and manage class rosters.
- D. 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.**

### Answer: D

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 # 67

Customer wants to enable enhanced catalog behavior, where should this be configured.

- A. System admin a configuration a system configuration a catalog a catalogBrowseEnabled=false
- B. **System admin a configuration a system configuration a catalog a catalogBrowseEnabled=true**
- C. System admin a configuration a system configuration a catalog a catalogSearchEnabled=false
- D. **System admin a configuration a system configuration a catalog a catalogSearchEnabled=true**

**Answer: B,D**

### NEW QUESTION # 68

Select the tool that is used to modify a User's Learning History once an event has been recorded. Please choose the correct answer.

- A. **Learning Event Editor**
- B. Required Dates Editor
- C. Record Learning - Multiple
- D. Record Learning - Financial

**Answer: A**

### NEW QUESTION # 69

What is the purpose of associating attributes with programs?

- A. To randomly assign completion dates to users
- B. **To indicate specific skills or knowledge that the user may improve upon by completing the item or program**
- C. To allow users to skip prerequisites
- D. To automatically assign users to unrelated programs

**Answer: B**

Explanation:

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

\* Understanding Program Attributes:

\* Attributes in SAP SuccessFactors Learning are metadata that describe the skills or knowledge associated with learning content.

\* Purpose of Attributes (C):

\* Attributes indicate the skills or knowledge users gain by completing a program or item.

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

"Attributes associated with programs or items indicate specific skills or knowledge that users may improve upon completion, aiding in competency tracking and reporting."

\* This confirms option C, as attributes define learning outcomes.

\* How Attributes are Used:

\* Administrators assign attributes in the program or item settings, which are then used in reports or competency tracking.

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

"To associate attributes, go to Learning Activities > Programs > [Program] > Attributes tab and select skills or knowledge areas that the program addresses. These are tracked in user profiles and reports."

- \* Why Other Options are Incorrect:
- \* Option A (Automatic assignment): Attributes do not assign programs; Assignment Profiles do. "Automatic assignments are managed by Assignment Profiles, not attributes" (SAP SuccessFactors Learning Admin Guide).
- \* Option B (Skip prerequisites): Attributes do not affect prerequisites. "Prerequisites are managed at the item level, not by attributes" (SAP SuccessFactors Learning Admin Guide).
- \* Option D (Random completion dates): Attributes do not influence completion dates. "Completion dates are set by program or curriculum settings, not attributes" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* The purpose of associating attributes is to indicate skills or knowledge gained, as specified in option C.

## NEW QUESTION # 70

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

**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 # 71

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