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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors**

## Learning Sample Questions (Q33-Q38):

### NEW QUESTION # 33

When designing your security domain structure, which of the following factors should you consider?

- A. Compatibility with existing non-security-related systems.
- B. Cost and budget constraints, including long-term investment and ongoing maintenance.
- C. Number of end-users who will access the system daily.
- D. Complexity of data, delegation of administrative tasks, and data access control.

**Answer: D**

Explanation:

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

\* Understanding Security Domain Structure:

\* Security domains in SAP SuccessFactors Learning control access to data and administrative tasks, requiring careful design to balance complexity and control.

\* Factors to Consider (D):

\* The design should account for data complexity, task delegation, and access control to ensure secure and efficient administration.

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

"When designing a security domain structure, consider the complexity of data, delegation of administrative tasks to appropriate roles, and data access control to ensure secure and efficient system management."

\* This confirms option D, as these factors are critical for domain design.

\* How to Design Security Domains:

\* Administrators configure domains in System Administration > Security > Domains, defining access based on user attributes and tasks.

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

"In System Administration > Security > Domains, define domains considering data complexity (e.g., user data volume), task delegation (e.g., assigning admin roles), and access control (e.g., restricting data visibility)."

\* Why Other Options are Incorrect:

\* Option A (Number of end-users): User count is a sizing factor, not a domain design factor.

"The number of end-users affects system sizing, not security domain structure" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Non-security systems): Non-security systems are irrelevant to domain design.

"Compatibility with non-security systems is not a factor in security domain design" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Cost and budget): Costs influence implementation, not domain structure.

"Cost and budget constraints impact implementation, not security domain design" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Factors to consider in security domain design include data complexity, task delegation, and access control, as specified in option D.

### NEW QUESTION # 34

What user actions may require the user to complete an approval process?

Note: There are 3 correct answers to this question.

- A. Self-Assigning a Curriculum from the Library
- B. Launching an Online Item
- C. Withdrawing from a Class
- D. Recommending an item to a peer
- E. Self-Registering into a Class

**Answer: A,C,E**

### NEW QUESTION # 35

What is the primary purpose of the Add Learning History for Multiple Courses tool in the SAP SuccessFactors Learning Management System?

- A. To schedule future course enrollments for users
- B. To create new courses within the learning management system

- C. To automatically update the user's learning history with completed courses
- D. To manually enroll users in multiple courses simultaneously

**Answer: C**

Explanation:

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

\* Understanding the Add Learning History Tool:

\* The Add Learning History for Multiple Courses tool is used to update learning records for multiple users or courses in bulk.

\* Primary Purpose (B):

\* The tool automatically updates users' learning history with completed courses, streamlining record management.

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

"The Add Learning History for Multiple Courses tool allows administrators to automatically update users' learning history with completed courses in bulk. Access this tool via Users > Tools > Add Learning History for Multiple Courses."

\* How the Tool Works:

\* Administrators upload a file or select courses and users to add completion records, which are reflected in the learning history.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Bulk History Updates):

"Use the Add Learning History for Multiple Courses tool to upload a CSV file or manually select users and courses to add completion records to their learning history efficiently."

\* Why Other Options are Incorrect:

\* Option A (Schedule enrollments): The tool does not schedule future enrollments.

"Scheduling enrollments is handled by class registration, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Manual enrollment): The tool updates history, not enrolls users.

"Manual enrollment is performed via class registration, not learning history updates" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Create courses): The tool does not create new courses.

"Course creation is managed under Learning Activities > Items, not the Add Learning History tool" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The primary purpose of the Add Learning History for Multiple Courses tool is to automatically update users' learning history, as specified in option B.

### NEW QUESTION # 36

Where is the SuccessFactors Learning AICC wrapper message defined with more than one language message? Please choose the correct answer.

- A. Access References - Geography - Labels
- B. Access Global Variables - AICC Wrapper setting - Localization popup
- C. Access References - Geography - Locales
- D. Access Content Objects - Content ID - AICC Support

**Answer: B**

### NEW QUESTION # 37

What reference value must already exist in SuccessFactors Learning to ensure that user records that contain this value will be accepted?

- A. Job Code ID
- B. Hire Date
- C. Country ID
- D. Organization ID

**Answer: C**

### NEW QUESTION # 38

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