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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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.
Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q47-Q52):

NEW QUESTION # 47

Your customer would like to synchronize the Competency Model in the SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning. How do you synchronize this data?

- A. Export the data from the SAP SuccessFactors HCM Platform and import into SAP SuccessFactors Learning using the Competency Connector-SF
- B. Navigate to System Admin -> Configuration -> Competency Assessment and complete the competency assessment
- C. Navigate to Performance -> Tools -> Competency Gap Assistant in SAP SuccessFactors Learning and complete the gap assessment
- D. Navigate to an Item in SAP SuccessFactors Learning, select the Competencies tab and update the section accordingly

Answer: A

NEW QUESTION # 48

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

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

Answer: C

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 # 49

For which of these content object launch method should you always select the "Mark this object complete when launched" checkbox? (2)

- A. Browser of document type
- B. Document type
- C. SCORM 1.2
- D. AICC

Answer: B,C

NEW QUESTION # 50

Your customer would like to assign a curriculum to a static (one time) list of 2001 users.
 What would be the best method to accomplish this?

- A. Put the Curriculum into a Library.
- B. Use Training Planner.
- C. Use the Manage Assignments tool.
- D. Use an Assignment Profile.

Answer: D

NEW QUESTION # 51

Your customer wants its users to be able to launch e-learning modules in a blended item even if the users are not enrolled in a scheduled offering for the item. In the user settings, what setting satisfies this requirement?
 Please choose the correct answer.

- A. Default self-registration setting for new item
- B. Allow self-registration to proceed as long as the prerequisites will be completed prior to the scheduled start date.
- C. Prevent user scheduling conflicts.
- D. Allow users to access online content without registration

Answer: B

NEW QUESTION # 52

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