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Exam : C_THR88_2505

**Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors
Learning**

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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.
Topic 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q26-Q31):

NEW QUESTION # 26

A SF learning customer requires an approval process to be completed successfully whenever user record completion of an existing item for themselves. Where can this be configured. (2)

- A. System admin a configuration a global variables a Electronic Signature Settings a External event additional approval process ID
- B. System admin a configuration a global variables a Electronic Signature Settings a completion status additional approval process ID
- C. System admin a configuration a user settings a user-recorded learning event approval settings a require approval when users record external events
- D. System admin a configuration a user settings a user-recorded learning event approval settings a Require approval when users record internal events

Answer: C,D

NEW QUESTION # 27

Why would you choose to use a Quiz Type assessment instead of an Exam Type assessment?

Note: There are 2 correct answers to this question.

- A. To store the question in the Question Library
- B. To save time since quiz questions do NOT need IDs and security domains
- C. To have questions only reside in a specific quiz entity
- D. To associate questions with objectives

Answer: A,D

NEW QUESTION # 28

What does the Record Learning - Multiple tool record? Note: There are 3 correct answers to this question.

- A. Learning events for more than one user and for more than one item
- B. Price and account codes for learning events
- C. Learning events for registered users in a scheduled offering
- D. External learning events to match approved training plan requests
- E. External learning events for more than one user

Answer: A,C,E

NEW QUESTION # 29

What is the purpose of cross-entity linking? Note: There are 2 correct answers to this question.

- A. It provides quick access for users to related URLs.
- B. It allows users to search for the entity manually, saving time and effort.
- C. It links relevant entities together.
- D. It allows users to access related entities without leaving the current page.

Answer: C,D

Explanation:

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

* Understanding Cross-Entity Linking:

* Cross-entity linking in SAP SuccessFactors Learning connects related entities (e.g., items, programs) for seamless navigation and access.

* Purpose of Cross-Entity Linking:

* Access Without Leaving Page (A):Users can view related entities on the same page.

"Cross-entity linking allows users to access related entities, such as linked items or programs, without leaving the current page, improving navigation" (SAP SuccessFactors Learning Admin Guide, System Navigation).

* Links Relevant Entities (B):Connects entities like courses or curricula.

"Cross-entity linking connects relevant entities, such as items, programs, or curricula, to provide a cohesive user experience" (SAP SuccessFactors Learning Admin Guide, System Navigation).

* How Linking is Implemented:

* Administrators configure links in entity settings, such as Related Content tabs.

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

"To enable cross-entity linking, configure related entities in the Related Content tab of an item, program, or curriculum, allowing users to access linked content without navigating away."

* Why Other Options are Incorrect:

* Option C (Access to URLs):Linking is for system entities, not external URLs.

"Cross-entity linking connects internal system entities, not external URLs" (SAP SuccessFactors Learning Admin Guide).

* Option D (Manual search):Linking reduces the need for manual searches.

"Cross-entity linking eliminates manual searches by providing direct access to related entities" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Cross-entity linking allows access to related entities without leaving the page and links relevant entities together, as specified in options A and B.

NEW QUESTION # 30

What is the purpose of associating attributes with programs?

- A. To allow users to skip prerequisites
- B. To indicate specific skills or knowledge that the user may improve upon by completing the item or program
- C. To randomly assign completion dates to users
- 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 # 31

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