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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>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.</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>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.</li> </ul>
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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q50-Q55):

### NEW QUESTION # 50

What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Initial Period
- B. Initial Basis
- C. Basis Date
- D. Retraining Basis
- E. Threshold

**Answer: B,C,D**

Explanation:

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

\* Understanding Period-Based Settings for Curriculum Items:

\* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.

\* Basis Date (A):

\* The Basis Date determines the reference date used to calculate due dates for training requirements.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."

\* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.

\* Retraining Basis (B):

\* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."

\* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.

\* Initial Basis (D):

\* The Initial Basis defines the starting point for the initial assignment of the training requirement.

\* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, Curriculum Management):

"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."

\* This setting ensures the 45-day initial due date is calculated correctly.

\* Why Threshold (C) and Initial Period (E) are Incorrect:

\* Threshold (C): Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.

"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).

\* Initial Period (E):Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.

\* Conclusion:

\* The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

### NEW QUESTION # 51

What steps do you take to set up the system to automatically create a weekly LMS report for your manager at 5 pm ET every Friday? Note: There are 3 correct answers to this question.

- A. Configure the Automatic Process Manager.
- B. Configure a calendar reminder.
- C. Save the report.
- D. Schedule the report.
- E. Use search filters to identify user population.

**Answer: A,C,D**

Explanation:

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

\* Understanding Automated Reports:

\* SAP SuccessFactors Learning allows administrators to schedule recurring reports, such as a weekly LMS report, using the Automatic Process Manager (APM).

\* Steps to Schedule a Weekly Report:

\* Configure the Automatic Process Manager (A):The APM schedules automated tasks, including report generation.

"The Automatic Process Manager (APM) is used to schedule automated tasks, such as report generation, in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide, Automatic Processes).

\* Save the Report (B):The report must be saved before scheduling.

"Before scheduling, save the report in System Administration > Reports to define its parameters and format" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* Schedule the Report (C):Set the report to run weekly at the desired time (e.g., 5 pm ET every Friday).

"Schedule a report in System Administration > Automatic Processes > Report Scheduler, specifying the frequency (e.g., weekly) and time (e.g., 5 pm ET)" (SAP SuccessFactors Learning Admin Guide, Reporting).

\* How to Implement:

\* Create and save the report, then use the APM to schedule it for weekly execution.

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

"To schedule a weekly report, create and save the report in System Administration > Reports, then configure the Automatic Process Manager to schedule it under System Administration > Automatic Processes > Report Scheduler, setting the frequency to weekly and time to 5 pm ET."

\* Why Other Options are Incorrect:

\* Option D (Configure a calendar reminder):Calendar reminders are not part of the LMS scheduling process.

"Calendar reminders are not used for automated report scheduling in the LMS" (SAP SuccessFactors Learning Admin Guide).

\* Option E (Use search filters):Search filters define report data, not scheduling.

"Search filters are used to define report data, not to schedule report execution" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* To set up a weekly report, configure the Automatic Process Manager, save the report, and schedule it, as specified in options A, B, and C.

### NEW QUESTION # 52

Your customer wants to update the instructional text on the user login panel and the user new account panel.

How do you update this text? There are 2 correct answers to this question.

- A. Update the text by using labels.
- B. Update the text appearance using HTML.
- C. Update the wording in the text displayed to users.
- D. Update the text for the user and admin login panels in adjacent edit fields.

**Answer: B,C**

#### NEW QUESTION # 53

How can Observers be identified in the SAP SuccessFactors Learning Management System for Task-Based Checklist Items? Note: There are 3 correct answers to this question.

- A. From the items' Instructors tab
- **B. Using the Assign Task Observers Tool**
- C. From the Authorized to Teach tab in the Instructor Record
- **D. From the My Teams dashboard on the user homepage**
- **E. Using the Manage Assignments Tool**

**Answer: B,D,E**

Explanation:

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

\* Understanding Task Observers:

\* Task observers in SAP SuccessFactors Learning monitor and verify task-based checklist completions, such as for on-the-job training.

\* Identifying Observers:

\* My Teams Dashboard (B):Managers can identify observers from their team's dashboard.

"The My Teams dashboard on the user homepage allows managers to view and assign task observers for their direct reports" (SAP SuccessFactors Learning Admin Guide, Task Management).

\* Manage Assignments Tool (C):Used to assign or identify observers for tasks.

"The Manage Assignments Tool enables administrators to assign and identify task observers for task-based checklists" (SAP SuccessFactors Learning Admin Guide, Task Management).

\* Assign Task Observers Tool (E):Specifically designed to assign observers.

"The Assign Task Observers Tool allows administrators to designate observers for task-based checklists, accessible via Users > Tools > Assign Task Observers" (SAP SuccessFactors Learning Admin Guide, Task Management).

\* How Observers are Managed:

\* Observers are assigned via the specified tools, ensuring tasks are monitored correctly.

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

"Identify and assign task observers using the My Teams dashboard, Manage Assignments Tool, or Assign Task Observers Tool to ensure proper monitoring of task-based checklist completions."

\* Why Other Options are Incorrect:

\* Option A (Instructors tab):The Instructors tab is for instructor assignments, not observers.

"The Instructors tab assigns instructors to classes, not task observers" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Authorized to Teach tab):This is specific to instructors, not observers.

"The Authorized to Teach tab is for instructor qualifications, not task observers" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Observers can be identified from the My Teams dashboard, Manage Assignments Tool, and Assign Task Observers Tool, as specified in options B, C, and E.

#### NEW QUESTION # 54

Which integration function should be configured to give employees access to the SAP SuccessFactors Learning Management System from the SAP SuccessFactors HCM Suite?

- A. Single Sign-On (SSO) integration
- B. Web service integration
- **C. Embedded learning integration**
- D. Content API integration

**Answer: C**

Explanation:

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

\* Understanding Integration with HCM Suite:

\* Integrating SAP SuccessFactors Learning with the SAP SuccessFactors HCM Suite allows employees to access learning content directly from the HCM interface, enhancing user experience.

- \* Embedded Learning Integration (C):
- \* Embedded learning integration enables seamless access to the Learning Management System (LMS) within the HCM Suite.
- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Integration Configuration):  
"Embedded learning integration allows employees to access SAP SuccessFactors Learning content directly from the HCM Suite interface, such as the Home Page or Learning Plan, without navigating to a separate LMS portal."
- \* This confirms option C, as embedded learning is the correct integration method.
- \* How Embedded Learning is Configured:
- \* Configure the integration in Provisioning by setting the Learning Integration URL and Service Provider settings, enabling single sign-on (SSO) and embedded access.
- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Embedded Learning Setup):  
"To enable embedded learning, configure the Learning Integration URL and Service Provider settings in Provisioning. This allows employees to access learning content seamlessly within the HCM Suite via SSO."
- \* Why Other Options are Incorrect:
- \* Option A (Single Sign-On integration): SSO supports authentication but is not the primary method for embedded access.  
"SSO facilitates authentication but is a component of embedded learning, not the integration itself" (SAP SuccessFactors Learning Admin Guide).
- \* Option B (Content API integration): Content APIs are for specific content interactions, not full LMS access.  
"Content APIs manage specific content interactions, not embedded learning access" (SAP SuccessFactors Learning Admin Guide).
- \* Option D (Web service integration): Web services are for custom integrations, not embedded learning.  
"Web service integrations are used for custom API calls, not embedded learning" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* Embedded learning integration enables employees to access the LMS from the HCM Suite, as specified in option C.

## NEW QUESTION # 55

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