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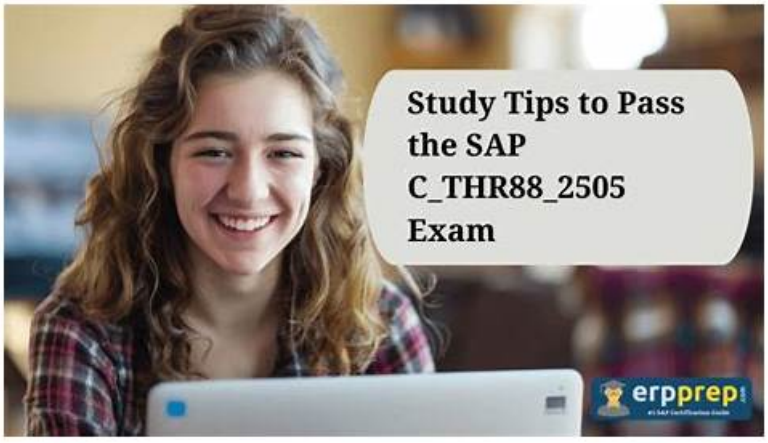

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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q48-Q53):

NEW QUESTION # 48
Which attribute would you use to exclude the HR coordinators from the Permission Group for Administrators working in Germany?

- A. Location
- B. User name
- C. Department
- D. Job code

Answer: D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Permission Groups:
* Permission Groups in SAP SuccessFactors Learning define which users have specific roles, such as Administrators, based on attributes like job code.
* Excluding HR Coordinators (B):
* The job code attribute is used to exclude specific roles (e.g., HR coordinators) from a Permission Group.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):
"To exclude users from a Permission Group, use attributes like job code to define the target population. For example, exclude users with the HR coordinator job code from the Administrator group in System Administration > Security > Permission Groups."
* This confirms option B, as job code is the most appropriate attribute.
* How to Configure:
* In the Permission Group settings, administrators define exclusion rules using job code to filter out HR coordinators.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Permission Group Configuration):
"In System Administration > Security > Permission Groups, create or edit a group and use the job code attribute to exclude specific

roles, such as HR coordinators, from administrative permissions."
* Why Other Options are Incorrect:
* Option A (User name):User name is too specific for group-level exclusions.
"User name is used for individual user management, not group exclusions" (SAP SuccessFactors Learning Admin Guide).
* Option C (Department):Department may include other roles, not specific enough.
"Department is broader than job code and may not target specific roles" (SAP SuccessFactors Learning Admin Guide).
* Option D (Location):Location is unrelated to job roles like HR coordinator.
"Location is used for geographic filtering, not role-based exclusions" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The job code attribute is used to exclude HR coordinators from the Permission Group, as specified in option B.

NEW QUESTION # 49
Which Learning Management System property file is used to configure integration settings?

- A. Content Import
- B. Connectors
- C. Bizx
- D. Library

Answer: C

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Property Files for Integration:
* SAP SuccessFactors Learning uses property files to configure system settings, including integrations with other modules like SAP SuccessFactors HCM.
* Bizx Property File (C):
* The Bizx property file is used to configure integration settings between SAP SuccessFactors Learning and the SAP SuccessFactors HCM suite.
* Extract from SAP SuccessFactors Learning Documentation (Admin Guide, System Configuration):
"The Bizx property file (bizx.properties) is used to configure integration settings for SAP SuccessFactors Learning, including single sign-on (SSO), data synchronization, and embedded learning integration with the SAP SuccessFactors HCM suite."
* Why Other Options are Incorrect:
* Option A (Connectors):Connectors are used for specific data imports/exports, not general integration settings.
"Connectors are used for automated data imports and exports, such as user or learning history data" (SAP SuccessFactors Learning Admin Guide).
* Option B (Library):Library settings manage content organization, not integrations.
* Option D (Content Import):Content Import is for importing learning content, not configuring integrations.
* Conclusion:
* The Bizx property file is used to configure integration settings, making option C correct.

NEW QUESTION # 50
What should be considered when associating a pre exam or post exam with a learning item?

- A. The exam is delivered to users via e-mail so only participants with a valid e-mail can participate
- B. The exam-type Assessment object must first be associated with the item as content before it can be selected as a Pre-Test or Post-Test
- C. The exam-type Assessment object can be attached to the item once and used as both the Pre-Test and the Post-Test
- D. The exam results are shown in the Learning Evaluation Report from only the post exam

Answer: D

NEW QUESTION # 51
A customer needs to have division administrators so that each administrator can access user records in their own division across three continents. Their divisions include Sales, HR, and IT and each division exists in three continents: Europe, North America, and Asia.
How should this customer design their security model to support the Sales division administrator role?

Note: There are 2 correct answers to this question.

- A. Create Sales administrator accounts and place them in domains for each continent
- B. Create domain restriction that include all divisions in Europe, all divisions in North America and all divisions in Asia
- C. Create subdomains for Europe Sales, North America Sales and Asia Sales and place them under each continent domain
- D. Create a domain restriction that includes all of the Sales domains

Answer: C,D

NEW QUESTION # 52
In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type from a Pool of Items
- B. #Items from Pool of Items
- C. #Hours of Specified Hour Type - Credit Hours
- D. #Hours of Specified Hour Type - Contact Hours

Answer: A

NEW QUESTION # 53
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