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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q18-Q23):

NEW QUESTION # 18

The SuccessFactors Learning system can allow supervisors to make a user an acting supervisor for all of their subordinates. How can you configure this feature? Note: There are 3 correct answers to this question.

- A. Select Manage Alternate Supervisors for the acting supervisor in the user record
- B. Check the checkbox for Allow Supervisors to Delegate Predefined Permissions in global variables
- C. Edit the workflows in the User Proxy role to determine the predefined permissions for the acting supervisor
- D. Choose an alternate job code for the acting supervisor in the user record
- E. Check the checkbox for Allow Supervisors to Delegate Selected Permissions in global variables

Answer: B,C,E

NEW QUESTION # 19

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They can be used as searchable attributes for assignment profiles and reporting.
- B. They send automated e-mail reminders to users about upcoming assignments.
- C. They automatically generate personalized learning recommendations for users.
- D. They can be referenced or unreferenced.

Answer: A,D

Explanation:

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

* Understanding User Custom Referenced Fields:

* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.

* Benefits of Custom Referenced Fields:

* Referenced or Unreferenced (A): These fields can be linked to other system entities (referenced) or standalone (unreferenced).

"User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).

* Searchable Attributes (C): They can be used in assignment profiles and reports for targeting or analyzing users.

"Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).

* How Custom Fields are Used:

* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Custom Fields):

"To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."

* Why Other Options are Incorrect:

* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations.

"Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).

* Option D (Automated reminders): Reminders are managed by notification settings, not custom fields.

"Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

NEW QUESTION # 20

Which security features should an Administrator configure to give users access to SAP SuccessFactors HCM Administrator Tools?

Note: There are 3 correct answers to this question.

- A. References
- B. Role-Based Permissions
- C. Permission Reports
- D. Permission Groups
- E. Permission Roles

Answer: B,D,E

Explanation:

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

* Understanding HCM Administrator Tools Access:

* Access to SAP SuccessFactors HCM Administrator Tools, including Learning, is controlled through security settings.

* Security Features:

* Role-Based Permissions (A): Define specific actions users can perform.

"Role-Based Permissions control access to HCM Administrator Tools, including Learning, by defining specific actions for roles" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Groups (C): Group users for permission assignment.

"Permission Groups organize users for assigning permissions to access HCM Administrator Tools" (SAP SuccessFactors Learning Admin Guide, Security Management).

* Permission Roles (D): Define the roles with specific permissions.

"Permission Roles, assigned to Permission Groups, grant access to HCM Administrator Tools like Learning" (SAP SuccessFactors Learning Admin Guide, Security Management).

* How to Configure:

* Configure these in System Administration > Security to grant access to administrators.

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

"To grant access to HCM Administrator Tools, configure Role-Based Permissions, Permission Groups, and Permission Roles in System Administration > Security to define who can access Learning administration features."

* Why Other Options are Incorrect:

* Option B (Permission Reports): Reports are for data analysis, not access control.

"Permission Reports analyze access, not grant it" (SAP SuccessFactors Learning Admin Guide).

* Option E (References): References are data fields, not security features.

"References are used for data mapping, not security configuration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Role-Based Permissions, Permission Groups, and Permission Roles are configured for access to HCM Administrator Tools, as specified in options A, C, and D.

NEW QUESTION # 21

A customer wants only users in Australia to be able to self-register for a specific class. What must be set up to meet this requirement? Note: There are 2 correct answers to this question.

- A. The Australia library is in the Australia security domain.
- B. The item and the class are in the Australia library.
- C. The Australia library is pushed to users using an assignment profile.
- D. The item and the class are in the Australia security domain.

Answer: B,D

NEW QUESTION # 22

What happens if an Administrator removes a program from a Library in the SAP SuccessFactors Learning Management System?

- A. Learners will no longer receive notifications about the program.
- B. Learners will no longer be able to access the program, even if they are already enrolled.
- C. The program will automatically move to a different Library.
- D. Learners will no longer be able to self-assign the program in the future.

Answer: D

Explanation:

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

* Understanding Program Removal from a Library:

* Removing a program from a library in SAP SuccessFactors Learning affects its visibility and accessibility to users.

* Impact on Self-Assignment (D):

* When a program is removed from a library, learners can no longer browse or self-assign it, as libraries are the primary interface for self-assignment.

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

"Removing a program from a library prevents learners from self-assigning it in the future, as libraries provide the interface for users to browse and select learning content."

* How Libraries Work:

* Libraries organize content for user access. Removing a program from a library removes it from the user's view, but existing assignments remain unaffected.

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

"Programs in a library are available for self-assignment by users with appropriate permissions. If a program is removed, it is no longer visible for self-assignment, but enrolled learners retain access."

* Why Other Options are Incorrect:

* Option A (No access for enrolled learners): Enrolled learners retain access to assigned programs.

"Removing a program from a library does not affect learners already enrolled" (SAP SuccessFactors Learning Admin Guide).

* Option B (Moves to another library): Programs do not automatically move to another library.

"Removed programs are not relocated to another library unless manually reassigned" (SAP SuccessFactors Learning Admin Guide).

* Option C (No notifications): Notification settings are separate from library removal.

"Library removal does not directly affect notification settings" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Removing a program from a library prevents learners from self-assigning it in the future, as specified in option D.

NEW QUESTION # 23

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