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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 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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q17-Q22):

NEW QUESTION # 17

How does a customer manages an administrator's ability to configure custom columns? There are 2 correct answers to this question.

- **A. Define the record configuration for entities to enable custom columns.**
- B. Assign the ALL role to the Administrator's admin ID.
- **C. Enable workflows for custom columns for entities in the system administration category.**
- D. Enable workflows for entities in user management and learning management categories to provide access to custom columns.

Answer: A,C

NEW QUESTION # 18

What reference value must already exist in SuccessFactors Learning to ensure that user records that contain this value will be accepted?

- A. Organization ID
- **B. Country ID**
- C. Hire Date
- D. Job Code ID

Answer: B

NEW QUESTION # 19

Which of the following Automatic Process Modules (APMs) can generate notifications to users about upcoming responsibilities?

Note: There are 3 correct answers to this question.

- **A. Upcoming Class Reminder Email Notification APM**
- B. Reset Online Item Progress APM
- **C. Learning Expiration Email Notification APM**
- **D. Learning Plan Email Notification APM**
- E. Class Request Demand Met Email Notification APM

Answer: A,C,D

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. Permission Reports
- **C. Role-Based Permissions**
- **D. Permission Roles**
- **E. Permission Groups**

Answer: C,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

What action must an Administrator perform to immediately add users to a new Assignment profile population?

- A. Schedule the Assignment Profile APM.
- **B. Execute Changes.**
- C. Update Users and Assignments.
- D. Download Existing Users.

Answer: B

Explanation:

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

* Understanding Assignment Profile Updates:

* Assignment Profiles automatically assign learning based on user attributes. To add users immediately, changes must be applied.

* Execute Changes (B):

* Executing changes applies the Assignment Profile updates to add users to the population instantly.

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

"To immediately add users to an Assignment Profile population, modify the profile and select 'Execute Changes' to apply the updates instantly."

* This confirms option B, as executing changes ensures immediate application.

* How to Execute:

* In System Administration > Automatic Processes > Assignment Profiles, edit the profile and click Execute Changes.

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

"After updating an Assignment Profile, go to System Administration > Automatic Processes > Assignment Profiles, select the profile, and click 'Execute Changes' to add users immediately."

* Why Other Options are Incorrect:

* Option A (Update Users and Assignments): This is not a specific action.

"Update Users and Assignments' is not a defined action in Assignment Profiles" (SAP SuccessFactors Learning Admin Guide).

* Option C (Download Existing Users): This exports data, not adds users.

"Downloading users exports the current population, not adds new users" (SAP SuccessFactors Learning Admin Guide).

* Option D (Schedule the APM): Scheduling delays the update.

"Scheduling the APM runs updates periodically, not immediately" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* To add users immediately to an Assignment Profile, the Administrator must execute changes, as specified in option B.

NEW QUESTION # 22

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