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SAP C-THR88-2505 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q53-Q58):

NEW QUESTION # 53

What is the advantage of linking learning objectives to multiple content items, attributes, and exams?

- A. It simplifies the process of grading by automatically assigning scores based on the number of linked objectives.
- B. It enables the creation of adaptive assessments in the Assessment builder to tailor exams based on user performance.
- C. It restricts users to a predefined learning path, reducing the flexibility of the course.
- D. It allows Administrators to control user access to certain parts of the course content.

Answer: B

Explanation:

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

* Understanding Learning Objectives:

* Linking learning objectives to content items, attributes, and exams allows for structured assessment and tracking of learner proficiency.

* Advantage of Linking Objectives (A):

* Linking enables adaptive assessments that adjust based on user performance, enhancing personalized learning.

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

"Linking learning objectives to content items, attributes, and exams enables the Assessment builder to create adaptive assessments that tailor questions based on user performance, improving learning outcomes."

* This confirms option A, as adaptive assessments are a key benefit.

* How Adaptive Assessments Work:

* In the Assessment builder, objectives are linked to questions, allowing the system to adjust question difficulty or selection based on responses.

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

"The Assessment builder uses linked objectives to create adaptive assessments, dynamically selecting questions based on the learner's performance to align with defined objectives."

* Why Other Options are Incorrect:

* Option B (Automatic grading): Grading is based on question settings, not objective linking.

"Grading is configured per question, not directly tied to objective linking" (SAP SuccessFactors Learning Admin Guide).

* Option C (Restricts learning path): Objective linking enhances flexibility, not restricts it.

"Linking objectives supports flexible, adaptive learning, not restrictive paths" (SAP SuccessFactors Learning Admin Guide).

* Option D (Control access): Access control is managed by permissions, not objectives.

"User access is controlled by role-based permissions, not objective linking" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Linking objectives enables adaptive assessments in the Assessment builder, as specified in option A.

NEW QUESTION # 54

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 associate questions with objectives
- 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 store the question in the Question Library

Answer: A,D

NEW QUESTION # 55

What should be considered when associating a pre exam or post exam with a learning item?

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

Answer: C

NEW QUESTION # 56

A customer has a curriculum containing a safety course that users must retrain on every year. Users can access secured areas only while their curriculum status is complete. The users may take a safety exam instead of the course. If the user fails either the exam or the safety course, they must not be allowed into the secured area. What needs to be set up in the LMS in order for this to work properly? Note: There are 3 correct answers to this question.

- A. The exam item must be set up as a substitute for the safety course and the Not-for-Credit completion status must be selected
- B. The Force Credit checkbox must be checked
- C. The exam item must be set up as a substitute for the safety course and the For-Credit completion status of "substituted" must be selected
- D. The safety course must be set up as a substitute for the exam item and the For-Credit completion status of "complete" must be selected
- E. The Force Incomplete setting on the curriculum must be set to "Yes"

Answer: B,C,E

NEW QUESTION # 57

A learner, who had previously registered for a class, has notified the Administrator of their inability to attend the upcoming session. They have, however, expressed interest in attending a future offering of the same class.

What is the appropriate action for the Administrator to take? Note: There are 2 correct answers to this question.

- A. Remove the learner's registration for the session and enroll them in a future offering.
- B. Register the learner in a future available session.
- C. Edit the learner's registration for the class they were enrolled in and change their status to Cancelled.
- D. Reschedule the entire class session to accommodate the learner.

Answer: B,C

Explanation:

* Understanding Learner Registration Changes:

* When a learner cannot attend a class but wants a future session, the administrator must cancel the current registration and enroll them in a new session.

* Appropriate Actions:

* Cancel Registration (A): Change the learner's status to Cancelled for the current class.

"To cancel a learner's registration, go to Learning Activities > Classes > [Class] > Users, select the learner, and change their status to Cancelled" (SAP SuccessFactors Learning Admin Guide, Class Management).

* Register in Future Session (C): Enroll the learner in a future class.

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