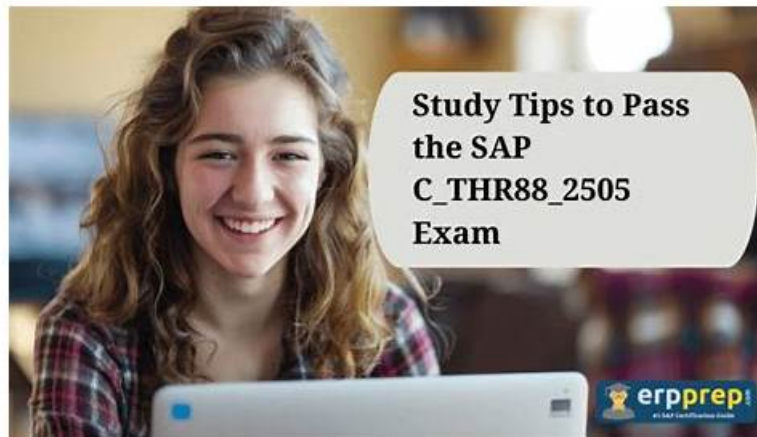


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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none">Creating Email Notifications, Certifications, and Approval Processes: This section of the exam measures skills of SAP Learning Administrators and covers the setup of automated communication workflows, certification tracking, and required approval chains. It ensures that learning processes are supported by timely notifications and regulatory documentation.
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.

Topic 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q63-Q68):

NEW QUESTION # 63

A customer wants to turn off peer recommendations for users, but still permit administrator recommendations. Where can this be done?

- A. System Administration Application Administration User-Created Account
- B. System Administration Security
- C. System Administration Application Administration User Settings
- D. System Administration Configuration Global Administration Settings

Answer: B

NEW QUESTION # 64

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:

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

* Understanding API Exploration:

* SAP provides platforms for exploring released APIs, which are used for integrations with SAP SuccessFactors Learning.

* SAP Business Accelerator Hub (B):

* The SAP Business Accelerator Hub is the primary platform for discovering and exploring SAP APIs, including those for SuccessFactors Learning.

- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, API Integration):
 "The SAP Business Accelerator Hub provides a centralized platform to explore released APIs for SAP SuccessFactors, including Learning APIs, enabling developers to discover, test, and implement integrations."
- * This confirms option B, as the Hub is the recommended tool.
- * How to Use the Hub:
- * Developers access the SAP Business Accelerator Hub to browse API documentation, test endpoints, and integrate with the LMS.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, API Management):
 "Access the SAP Business Accelerator Hub at <https://api.sap.com> to explore and test SAP SuccessFactors Learning APIs, including endpoints for user management, learning assignments, and completions."
- * Why Other Options are Incorrect:
- * Option A (SAP Integration Suite): This is for building integrations, not exploring APIs.
 "The SAP Integration Suite is used to create and manage integrations, not for API discovery" (SAP SuccessFactors Learning Admin Guide).
- * Option C (SAP Application Interface Framework): This is for specific interface management, not API exploration.
 "The SAP Application Interface Framework manages custom interfaces, not API exploration" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The SAP Business Accelerator Hub is used to explore released APIs, as specified in option B.

NEW QUESTION # 65

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. Retraining Basis
- C. Threshold
- D. Basis Date
- E. Initial Basis

Answer: B,D,E

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 # 66

What types of questions can you add when creating a course evaluation survey?

Note: There are 2 correct answers to this question.

- **A. Rating Scale - user chooses a rating from a rating scale**
- B. Fill-in-the-blank - enter the required word or phrase into the box
- **C. One Choice - user chooses one correct answer from a list**
- D. Ordering - drag and drop answers in the correct order

Answer: A,C

NEW QUESTION # 67

For which of these content object launch method should you always select the "Mark this object complete when launched" checkbox? (2)

- **A. SCORM 1.2**
- B. AICC
- **C. Document type**
- D. Browser of document type

Answer: A,C

NEW QUESTION # 68

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