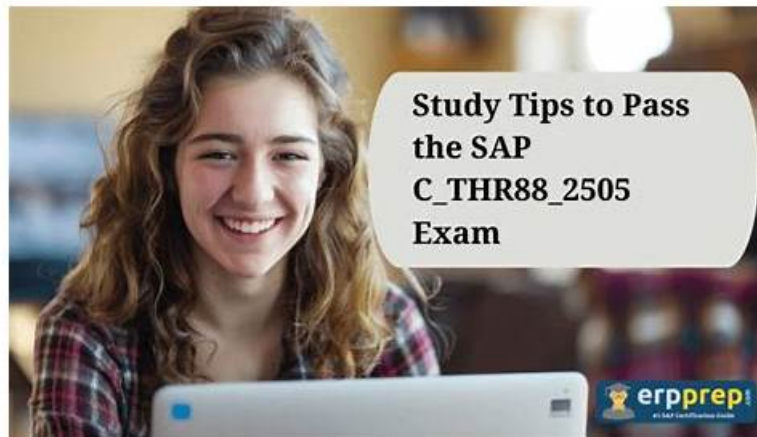


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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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 3	<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 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">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 6	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q40-Q45):

NEW QUESTION # 40

When managers generate reports, which data sets or individuals' data are they authorized to include and access? Note: There are 3 correct answers to this question.

- A. Peer Reports
- B. All Direct Reports
- C. Self Reports
- D. Indirect Reports
- E. Direct Reports

Answer: C,D,E

Explanation:

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

* Understanding Manager Report Access:

* Managers in SAP SuccessFactors Learning can generate reports to view learning data for specific groups, such as their direct and indirect reports.

* Authorized Data Sets:

* Indirect Reports (A):Managers can include data for employees reporting to their direct reports.

"Managers can generate reports including indirect reports, covering employees under their direct reports' hierarchy" (SAP SuccessFactors Learning Admin Guide, Reporting).

* Direct Reports (B):Managers can include data for their immediate team.

"Direct reports' data is accessible in manager reports, showing learning progress for immediate team members" (SAP SuccessFactors Learning Admin Guide, Reporting).

* Self Reports (C):Managers can include their own learning data.

"Self Reports allow managers to include their own learning data in generated reports" (SAP SuccessFactors Learning Admin Guide, Reporting).

* How Managers Generate Reports:

* In the Reporting section, managers select the scope (self, direct, indirect) to generate reports.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Reporting):

"Managers can generate reports in System Administration > Reports, selecting data for Self Reports, Direct Reports, and Indirect Reports to view learning progress across their hierarchy."

* Why Other Options are Incorrect:

* Option D (Peer Reports):Managers cannot access peer data unless specifically authorized.

"Peer Reports are not standard for managers unless explicitly configured" (SAP SuccessFactors Learning Admin Guide).

* Option E (All Direct Reports):This is redundant, as Direct Reports (B) covers this.

"All Direct Reports' is included in Direct Reports, not a separate category" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Managers can include Indirect Reports, Direct Reports, and Self Reports in generated reports, as specified in options A, B, and C.

NEW QUESTION # 41

How can you make suggestions to a user about optional learning that the user might choose to self-assign?

Note: There are 3 Correct to this question.

- A. Manager assigned Item
- **B. Personalized Learning Recommendations**
- C. Direct Item Assignment
- **D. Assignment Profile Recommended Items**
- **E. Peer-to-Peer Recommendation**

Answer: B,D,E

NEW QUESTION # 42

When is it required to use an Exam-type Assessment instead of a Quiz-type Assessment? Note: There are 3 correct answers to this question.

- A. To evaluate the user's knowledge of specific learning objectives
- **B. To automatically record learning for an item if the user passes**
- **C. To establish a pre-test and post-test for a Learning (level-2) evaluation**
- D. To allow users to test out of content when they pass learning objectives (Adaptive Learning)
- **E. To randomize the order of the questions displayed to the user**

Answer: B,C,E

NEW QUESTION # 43

As an Administrator you are planning a new course that combines online modules with live workshops. The course's online modules include various content objects, assessment objects, and folder objects. How would you structure this course to implement a blended learning approach and ensure content objects are properly assigned?

- A. Offer the course entirely online, with content objects and assessment objects freely accessible at any time, while providing optional live sessions without fixed schedules.
- B. Assign each content object independently to users, allowing them to access both the online and live components at their convenience.
- **C. Group the online content objects into an assignable unit or item, and schedule specific dates and times for the instructor-led sessions, restricting access to online content based on the class schedule.**
- D. Create individual online items that include content objects, assessment objects, and folder objects, and schedule instructor-led sessions independently of the online material.

Answer: C

Explanation:

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

* Understanding Blended Learning:

* A blended learning approach combines online and instructor-led components, requiring structured content and scheduling.

* Correct Approach (D):

* Grouping online content into an assignable unit (item) and scheduling instructor-led sessions with restricted online access ensures a cohesive blended learning experience.

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

"For blended learning, group online content objects (e.g., SCORM, assessments) into an item, and create a class for instructor-led sessions with specific dates and times. Restrict online content access based on the class schedule to align with the blended learning path."

* How to Implement:

* Create an item for online content, schedule a class for instructor-led sessions, and use settings to control access (e.g., prerequisites or time-based restrictions).

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

"To structure a blended course, create an item for online components and a class for instructor-led sessions.

Use access restrictions, such as class enrollment or completion dependencies, to control when online content is available."

* Why Other Options are Incorrect:

* Option A (Independent scheduling):Independent scheduling lacks integration between online and instructor-led components.

"Independent scheduling of online and instructor-led components does not ensure a cohesive blended learning experience" (SAP SuccessFactors Learning Admin Guide).

* Option B (Independent assignment):Assigning content independently lacks structure and control.

"Independent assignment of content objects does not align with a structured blended learning approach" (SAP SuccessFactors Learning Admin Guide).

* Option C (Fully online with optional sessions):This does not represent a true blended approach.

"A fully online course with optional sessions is not a blended learning structure" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The best approach is to group online content into an item, schedule instructor-led sessions, and restrict online access based on the class schedule, as specified in option D.

NEW QUESTION # 44

A customer has a General library for courses and classes that all users can see, and regional libraries that are restricted to only the users in each region.

There is an item that will have different classes in each of the regions. However, when an administrator searches for libraries from the Libraries tab of the class, only the General library is returned in the search.

What must you do in order to permit the administrator to add this class to a regional library so that users in that region are the only ones who can see this class?

Note: There are 3 correct answers to this question.

- A. Ensure the administrator has the appropriate permissions to search for libraries.
- B. Remove the class from the General library.
- C. Remove the item from the General library.
- D. Add the item to the regional library.
- E. Add the class to the same security domain as the users in the region.

Answer: B,D,E

NEW QUESTION # 45

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