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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q11-Q16):

NEW QUESTION # 11

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

- A. The program will automatically move to a different Library.
- B. Learners will no longer be able to access the program, even if they are already enrolled.
- C. Learners will no longer receive notifications about the program.
- **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 # 12

What is the purpose of associating attributes with programs?

- A. To indicate specific skills or knowledge that the user may improve upon by completing the item or program
- B. To automatically assign users to unrelated programs
- C. To randomly assign completion dates to users
- D. To allow users to skip prerequisites

Answer: A

Explanation:

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

* Understanding Program Attributes:

* Attributes in SAP SuccessFactors Learning are metadata that describe the skills or knowledge associated with learning content.

* Purpose of Attributes (C):

* Attributes indicate the skills or knowledge users gain by completing a program or item.

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

"Attributes associated with programs or items indicate specific skills or knowledge that users may improve upon completion, aiding in competency tracking and reporting."

* This confirms option C, as attributes define learning outcomes.

* How Attributes are Used:

* Administrators assign attributes in the program or item settings, which are then used in reports or competency tracking.

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

"To associate attributes, go to Learning Activities > Programs > [Program] > Attributes tab and select skills or knowledge areas that the program addresses. These are tracked in user profiles and reports."

* Why Other Options are Incorrect:

* Option A (Automatic assignment): Attributes do not assign programs; Assignment Profiles do.

"Automatic assignments are managed by Assignment Profiles, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Option B (Skip prerequisites): Attributes do not affect prerequisites.

"Prerequisites are managed at the item level, not by attributes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Random completion dates): Attributes do not influence completion dates.

"Completion dates are set by program or curriculum settings, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The purpose of associating attributes is to indicate skills or knowledge gained, as specified in option C.

NEW QUESTION # 13

Your customer wants to enable enhanced Catalog behaviour, such as:

- . Displaying the Feature Reason in the details view
- . Including Instructor-Led Session information for OCN courses
- . Enhancing the prerequisites information layout
- . Better management of the image thumbnails
- . Catalogue targeted direct links

Where should this be configured?

Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=true
- B. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=false
- C. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=false
- D. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=true

Answer: A,D

NEW QUESTION # 14

What are valid ways to schedule SAP SuccessFactors connectors?

Note: There are 2 correct answers to this question.

- A. Daily at 1:00AM, 3:30AM and 4:00AM Eastern Time
- B. Twice a month on the first and 15th day at 3:00AM Eastern Time
- C. First day of each month starting at 4:00AM Pacific Time
- D. Mondays at 5:00AM Eastern Time

Answer: B,D

NEW QUESTION # 15

Your Customer would like to change 'SuccessFactors Learning' to 'ACME Training Company' wherever it appears in the application. Where can you customer change this value? Note: There are 2 correct answers to this question.

- A. System Admin -> Tools -> Label Import / Export
- B. System Admin -> Application Admin -> Branding Styles
- C. System Admin -> Global Variables -> text replacement
- D. References -> Geography -> Lables

Answer: A,C

NEW QUESTION # 16

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