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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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 5	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q76-Q81):

NEW QUESTION # 76
What is the purpose of associating attributes with programs?

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

Answer: D

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 # 77
Your customer has a large number of internal instructors that need to be added to SuccessFactors Learning.
These instructors need access to the My Classes tab. What is the best way to add multiple instructors at the same time and given them access to My Classes? Note: There are 2 correct answers to this question.

* A. Use the Import Data tool
* B. Add related users and instructor's roles to each row of the Entity Template Instructor file
* C. Create the instructors using Learning -> Instructors -> Add New
* D. Add instructors to the Related Instructor field of the user record

Answer: A,B

NEW QUESTION # 78
Why would you edit the SEARCH properties file in System Configuration instead of the individual search selectors? Note: There are 3 correct answers to this question.

* A. To display all rows for the search results
* B. To enable dropdowns instead of searches
* C. To set the number of rows per page for the search results
* D. To permit users to search for Jam groups
* E. To set the default search operator to Starts with instead of Contains

Answer: A,C,E

NEW QUESTION # 79
What are the benefits of placing learning entities in a Library? Note: There are 3 correct answers to this question.

* A. Users may be allowed to rate courses.
* B. Users may create new courses in the library.
* C. Users may browse for and self-assign learning.
* D. Users may be allowed to recommend courses to others.
* E. Users may remove unwanted courses from the library.

Answer: A,C,D

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Libraries in SAP SuccessFactors Learning:
* Libraries organize learning content (e.g., items, programs) for user access, enabling browsing, self-assignment, and interaction.
* Benefits of Libraries:
* Browse and Self-Assign (A):Users can browse libraries and self-assign content.
"Libraries allow users to browse available learning content and self-assign items, programs, or curricula based on their permissions"

(SAP SuccessFactors Learning Admin Guide, Library Management).
* Rate Courses (B):Users can rate courses to provide feedback.
"Users with appropriate permissions can rate courses in a library, providing feedback visible to other learners" (SAP SuccessFactors Learning Admin Guide, Library Management).
* Recommend Courses (C):Users can recommend courses to others.
"Libraries support user recommendations, allowing learners to suggest courses to peers or colleagues" (SAP SuccessFactors Learning Admin Guide, Library Management).
* How Libraries Support These Features:
* Libraries are configured under Learning Activities > Libraries, with permissions set to enable browsing, ratings, and recommendations.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Library Configuration):
"To enable user interaction, configure library permissions in System Administration > Security to allow browsing, self-assignment, course ratings, and recommendations. Users access these features via the library interface or Home Page."
* Why Other Options are Incorrect:
* Option D (Remove courses):Users cannot remove courses from libraries; this is an admin function.
"Removing content from libraries is restricted to administrators" (SAP SuccessFactors Learning Admin Guide).
* Option E (Create courses):Users cannot create courses in libraries.
"Course creation is an administrative task, not a user library function" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The benefits of placing learning entities in a library include browsing and self-assignment, rating courses, and recommending courses, as specified in options A, B, and C.

NEW QUESTION # 80

Your customer wants some of its users to be able to view an intranet web site from the SuccessFactors Learning system. What can you use to accommodate this requirement? Note: There are 3 correct answers to this question.

- A. Custom Tile with a Link
- B. Easy Links
- C. A Recommended Collection
- D. Direct Link Tool
- E. Quick Link Configuration

Answer: B,D,E

NEW QUESTION # 81

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