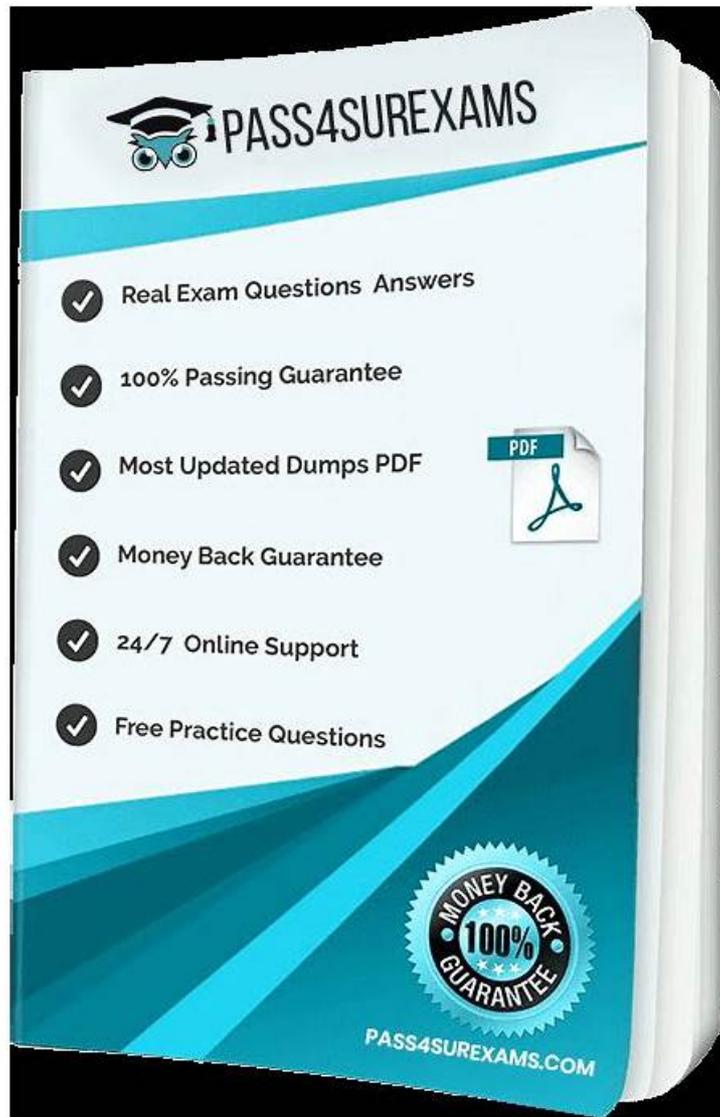


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SAP C-THR88-2505 Exam Syllabus Topics:

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 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"> 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 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"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q14-Q19):

NEW QUESTION # 14

What happens if an item with a prerequisite is added to a program in an SAP SuccessFactors Learning Management System?

- A. The prerequisite relationship is enforced, and learners must meet the prerequisite requirements before enrolling in the course.
- B. The prerequisite relationship is ignored, meaning that learners can enroll in the course without meeting the prerequisite requirements.
- C. The system prompts learners to manually acknowledge the prerequisite requirements before enrolling in the course.

- D. The prerequisite relationship is partially enforced, allowing some learners to enroll without meeting the prerequisite requirements.

Answer: B

Explanation:

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

* Understanding Prerequisites in Programs:

* In SAP SuccessFactors Learning, prerequisites define courses or items that learners must complete before enrolling in another course. However, when an item with a prerequisite is added to a program, the system's behavior regarding prerequisite enforcement differs from standalone items.

* Behavior of Prerequisites in Programs:

* When an item with a prerequisite is added to a program, the prerequisite relationship is not enforced, allowing learners to enroll in the program's item without completing the prerequisite.

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

"When an item with a prerequisite is included in a program, the prerequisite relationship is ignored. Learners can enroll in the program and access the item without meeting the prerequisite requirements, as programs override individual item-level restrictions."

* This confirms option C, as the system does not enforce prerequisites within a program structure.

* How Programs Handle Learning Content:

* Programs in SAP SuccessFactors Learning are designed to bundle multiple learning items or curricula into a single assignable entity. The system prioritizes the program's structure over individual item settings, such as prerequisites.

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

"Programs allow administrators to group items, curricula, or other content into a single learning path. Item-level settings, such as prerequisites, are not enforced within the program, enabling flexible enrollment for learners."

* Why Other Options are Incorrect:

* Option A (Partially enforced): Prerequisites are not partially enforced; they are completely ignored in programs.

"There is no partial enforcement of prerequisites in programs; the relationship is fully bypassed" (SAP SuccessFactors Learning Admin Guide).

* Option B (Fully enforced): Prerequisites are enforced for standalone items but not within programs.

"Prerequisite enforcement applies to individual items or curricula, not items within a program" (SAP SuccessFactors Learning Admin Guide).

* Option D (Manual acknowledgment): The system does not prompt learners to acknowledge prerequisites in programs.

"No manual acknowledgment is required for prerequisites in programs, as they are not enforced" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* When an item with a prerequisite is added to a program, the prerequisite relationship is ignored, allowing learners to enroll without meeting the requirements, as specified in option C.

NEW QUESTION # 15

What is the maximum number of sections that can be added to a Program?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

NEW QUESTION # 16

Your customer wants to enable employees to create their own accounts in SuccessFactors Learning. Where do administrators define the settings for the mandatory and optional fields display to the employee?

- A. In System Configuration/LMS_ADMIN
- B. In User-Created Account
- C. In Search Selectors
- D. In Record Configuration

Answer: D

NEW QUESTION # 17

Which sections are accessible to users from their Home Page in SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. Manage User Learning
- B. System Administration
- C. Latest Bookmarks
- D. Invest in Myself
- E. Required Learning

Answer: C,D,E

Explanation:

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

* Understanding the Home Page:

* The Home Page in SAP SuccessFactors Learning displays sections where users can view assigned and optional learning content.

* Accessible Sections:

* Required Learning (A):Displays mandatory assigned learning.

"The Required Learning section on the Home Page shows all mandatory learning assignments, such as curricula or items, assigned to the user" (SAP SuccessFactors Learning User Guide).

* Invest in Myself (B):Shows optional learning users can self-assign.

"The Invest in Myself section allows users to browse and self-assign optional learning content from libraries" (SAP SuccessFactors Learning User Guide).

* Latest Bookmarks (D):Displays bookmarked learning content.

"The Latest Bookmarks section on the Home Page displays learning content that the user has bookmarked for quick access" (SAP SuccessFactors Learning User Guide).

* How the Home Page is Structured:

* The Home Page is customizable, but these sections are standard for users to access learning content.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):

"The Home Page includes sections like Required Learning for mandatory assignments, Invest in Myself for optional content, and Latest Bookmarks for user-saved items, ensuring easy access to relevant learning."

* Why Other Options are Incorrect:

* Option C (Manage User Learning):This is an administrative function, not a user Home Page section.

"Manage User Learning is an administrative tool, not a Home Page section for users" (SAP SuccessFactors Learning Admin Guide).

* Option E (System Administration):This is restricted to administrators.

"System Administration is an admin-only area, not accessible from the user Home Page" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Users can access Required Learning, Invest in Myself, and Latest Bookmarks from their Home Page, as specified in options A, B, and D.

NEW QUESTION # 18

An Administrator is trying to link a new feedback survey to a recently completed training course in the SAP SuccessFactors Learning Management System. However, a warning message indicates that there is already an existing survey associated with this training course. Which of the following options are available to the Administrator?

- A. Associate the new survey and keep the previous survey simultaneously.
- B. Edit the survey's Item Usage tab and replace the old survey.
- C. Edit the survey options and make the older survey anonymous.
- D. Exit the message and revise the survey.

Answer: B

Explanation:

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

* Understanding Feedback Surveys in SAP SuccessFactors Learning:

* Feedback surveys are linked to courses to collect learner feedback. When a survey is already associated with a course, administrators must manage existing associations to add a new survey.

* Replacing an Existing Survey (B):

- * To link a new feedback survey to a course with an existing survey, administrators can edit the survey's Item Usage tab to replace the old survey.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Management):
"To replace an existing survey associated with a course, navigate to Learning Activities > Surveys, select the new survey, and go to the Item Usage tab. Edit the course association to replace the old survey with the new one."
- * This confirms option B, as the Item Usage tab is used to manage survey associations.
- * How to Replace a Survey:
- * In the Survey entity, the Item Usage tab lists courses linked to the survey. Administrators can update the association to point to the new survey, effectively replacing the old one.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Configuration):
"The Item Usage tab in the Survey entity allows administrators to modify which courses are linked to a survey. To replace an existing survey, update the course association in this tab to reference the new survey ID."
- * Why Other Options are Incorrect:
- * Option A (Associate both surveys):The system does not allow multiple surveys to be active simultaneously for the same course.
"Only one survey can be associated with a course at a time; multiple simultaneous surveys are not supported" (SAP SuccessFactors Learning Admin Guide).
- * Option C (Exit and revise):Exiting the message does not resolve the issue of replacing the survey.
"Exiting the warning message does not allow survey replacement; the Item Usage tab must be edited" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Make old survey anonymous):Anonymizing the old survey does not address the need to link a new survey.
"Anonymizing a survey changes response settings but does not facilitate replacement" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * To link a new survey, the Administrator should edit the survey's Item Usage tab to replace the old survey, as specified in option B.

NEW QUESTION # 19

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