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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q16-Q21):

NEW QUESTION # 16

What can a customer do with a Group entity in the SuccessFactors Learning systems? Note: There are 3 correct answers to this question.

- A. Manually add users to the User Group.
- B. Reserve seats in a class for the User Group.
- C. Create a custom tile that displays only to the User Group.
- D. Use an assignment profile to identify the users that belong to the User Group.
- E. Associate a Survey directly to a User Group.

Answer: A,B,C

NEW QUESTION # 17

What are the advantages of saving search results? Note: There are 2 correct answers to this question.

- A. Preserve search results
- B. Preserve search criteria
- C. Search operator defaults to Any
- D. Easy access to quickly recall criteria

Answer: B,D

Explanation:

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

* Understanding Saved Search Results:

* Saving search results in SAP SuccessFactors Learning allows administrators to store search criteria for reuse, improving efficiency when frequently accessing specific data (e.g., users, classes).

* Benefits of Saving Search Results:

* Preserve Search Criteria (A): Saving a search stores the criteria (e.g., filters, operators) for future use.

"Saving search results preserves the search criteria, allowing administrators to reuse the same filters without redefining them" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* Easy Access to Quickly Recall Criteria (B): Saved searches can be accessed quickly from the search interface, reducing manual effort.

"Saved searches provide easy access to previously defined criteria, enabling administrators to quickly recall and execute searches from the search menu" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* How to Save and Use Search Results:

* After performing a search, administrators can save it by naming the search and storing it for future access under the search interface.

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

"To save a search, perform the search, then select 'Save Search' and provide a name. Saved searches are accessible from the search interface, preserving criteria for quick recall."

* Why Other Options are Incorrect:

* Option C (Preserve search results): Saving a search preserves the criteria, not the actual results, as results may change with updated data.

"Saved searches store criteria, not the results themselves, as data may change over time" (SAP SuccessFactors Learning Admin Guide).

* Option D (Search operator defaults to Any): The search operator is defined by the administrator and does not default to "Any" when saving searches.

"Search operators are set by the administrator and do not automatically default to 'Any' in saved searches" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The advantages of saving search results are preserving search criteria and providing easy access to recall criteria, as specified in options A and B.

NEW QUESTION # 18

How can the Administrator ensure that a custom certificate is applied to a specific course without altering the default certificate used by other items and programs?

- A. Remove the default certificate from the global settings and manually assign certificates to each individual learning entity.
- B. Copy the default certificate, edit it with the custom requirements, and make it the new global default certificate for all courses.
- C. Edit the global default certificate to include the custom branding and criteria, ensuring consistency across all courses.
- D. **Create and assign the custom certificate directly to the specific course, leaving the global default certificate unchanged for other items and programs.**

Answer: D

Explanation:

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

* Understanding Certificates in SAP SuccessFactors Learning:

* Certificates are awarded to learners upon course completion. Administrators can use a global default certificate or assign custom certificates to specific courses.

* Custom Certificate Assignment (B):

* To apply a custom certificate to a specific course without affecting others, administrators create and assign it directly to the course, preserving the global default.

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

"To assign a custom certificate to a specific course, create the certificate in System Administration > Content

> Certificates, then assign it to the course in Learning Activities > Items > [Item] > Certificate tab. This leaves the global default certificate unchanged for other items and programs."

* This confirms option B, as it allows targeted certificate assignment.

* How to Configure a Custom Certificate:

* Create the certificate with custom branding, then link it to the course via the item's Certificate tab, ensuring the global default remains intact.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Certificate Configuration):
 "Custom certificates can be assigned to specific items by selecting the certificate in the item's Certificate tab.
 The global default certificate, set in System Administration > Configuration > Global Application Settings, remains unaffected."
 * Why Other Options are Incorrect:
 * Option A (Remove default certificate): Removing the global default disrupts other courses.
 "Removing the global default certificate affects all courses without a specific certificate" (SAP SuccessFactors Learning Admin Guide).
 * Option C (Copy and edit default): Making a copy the new global default affects all courses.
 "Editing the global default certificate applies changes to all courses using it" (SAP SuccessFactors Learning Admin Guide).
 * Option D (Edit global default): Editing the global default changes certificates system-wide.
 "Changes to the global default certificate impact all items and programs without custom certificates" (SAP SuccessFactors Learning Admin Guide).
 * Conclusion:
 * The Administrator should create and assign a custom certificate to the specific course, leaving the global default unchanged, as specified in option B.

NEW QUESTION # 19

Your customer would like to update user accounts in SuccessFactors Learning with a new supervisor hierarchy. What field in the User Connector allows you to add and update the employee's primary supervisor?

- A. REMOVE_ALT_SUPER1
- B. STUDJD
- C. ALT_SUPER1
- D. SUPER

Answer: D

NEW QUESTION # 20

Your customer wants to implement the Course Home feature in SAP SuccessFactors Learning. In which System Configuration Properties File do you enable this feature?

- A. CATALOG
- B. LMS_ADMIN
- C. BIZX
- D. USER LEARNING PLAN

Answer: C

NEW QUESTION # 21

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