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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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"> 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"> 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 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.
Topic 8	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q39-Q44):

NEW QUESTION # 39

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. Remove the class from the General library.
- B. Ensure the administrator has the appropriate permissions to search for libraries.
- 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: A,D,E

NEW QUESTION # 40

If an Administrator has created a class and wishes to register users, which options do they have to add learners to the class? Note: There are 3 correct answers to this question.

- A. Add users from a Request List.
- B. Add users based on recommendation.
- C. Add users based on criteria.
- D. Add users with the Import Data Tool.
- E. Add users based on competency.

Answer: A,C,D

Explanation:

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

* Understanding Class Registration:

* Registering users for a class in SAP SuccessFactors Learning involves adding learners to a scheduled class using various methods.

* Add Users Based on Criteria (A):

* Administrators can register users based on specific criteria (e.g., job code, department) to target a group.

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

"Administrators can add users to a class based on criteria, such as user attributes, by defining a target population in the class registration interface. Navigate to Learning Activities > Classes > [Class] > Users > Add Users by Criteria."

* Add Users with the Import Data Tool (C):

* The Import Data Tool allows bulk registration by uploading a file with user details.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Data Import):

"The Import Data Tool enables administrators to register multiple users for a class by uploading a CSV file containing user IDs and class details. Access this tool via System Administration > Tools > Import Data."

* Add Users from a Request List (D):

* Users who have requested enrollment (e.g., via self-registration) can be added from a request list.

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

"Administrators can add users to a class from a request list, which includes users who have submitted registration requests. Go to Learning Activities > Classes > [Class] > Users > Add from Request List."

* Why Other Options are Incorrect:

* Option B (Add users based on recommendation): Recommendations are for suggesting content, not registering users.

"Recommendations suggest learning content but do not facilitate class registration" (SAP SuccessFactors Learning Admin Guide).

* Option E (Add users based on competency): Competencies are used for gap analysis, not direct registration.

"Competencies identify learning needs but are not used for class registration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Administrators can register users for a class by adding users based on criteria, using the Import Data Tool, and adding from a Request List, as specified in options A, C, and D.

NEW QUESTION # 41

Your customer wants a completion status to grant credit and trigger a Level I (feedback) survey. Which fields are necessary to meet this requirement? Note: There are 3 correct answers to this question.

- A. Include learning events with this completion status for Item Evaluation: User Satisfaction Survey Assignments
- B. Credit Given
- C. Description
- D. Include learning events with this completion status for Follow-up Evaluation: Application of Learning Surveys Assignments
- E. Item Type

Answer: A,B,D

NEW QUESTION # 42

What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

- A. xAPI
- B. OAI
- **C. HTML**
- D. Browser
- E. SCORM

Answer: C,D,E

Explanation:

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

* Understanding Communication Protocols and Launch Methods:

* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.

* Supported Protocols and Methods:

* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.

"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).

* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.

"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).

* Browser (E):The browser is the primary launch method for accessing online content in the system.

"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).

* Why Other Options are Incorrect:

* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP SuccessFactors Learning configurations compared to SCORM and AICC.

"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP SuccessFactors Learning Admin Guide).

* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning. "OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION # 43

elect the best answer: How is catalog access granted to users? Please choose the correct answer.

- A. Manually in the User Record
- **B. Assignment Profiles**
- C. Selecting the Domain field of the Catalog record
- D. Manually by the Supervisor

Answer: B

NEW QUESTION # 44

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