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## C\_THR88\_2505 Reliable Exam Registration Exam Latest Release | Updated C\_THR88\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning

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### SAP C\_THR88\_2505 Exam Syllabus Topics:

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Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q43-Q48):

### NEW QUESTION # 43

When working with a Connector property file, the Administrator notices the use of a pipe key (|). What would this pipe key indicate?

- A. Row delimiter
- B. End of line delimiter
- C. End of row delimiter
- D. Column delimiter

**Answer: D**

Explanation:

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

\* Understanding Connector Property Files:

\* Connector property files in SAP SuccessFactors Learning configure data imports/exports, including delimiters for parsing data files. The pipe key (|) is a common delimiter used in these files.

\* Role of the Pipe Key (C):

- \* The pipe key (|) is used as a column delimiter to separate fields in data files processed by connectors.
- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Connector Configuration):  
"In Connector Property files, the pipe key (|) is used as a column delimiter to separate fields in data files, such as user or learning history imports. Configure this in System Administration > Configuration > Connectors > [Connector Property File]."
- \* This confirms option C, as the pipe key denotes column separation.
- \* How the Pipe Key is Used:
- \* In files like userConnector.properties, the pipe key is specified as the delimiter to parse columns in CSV or similar files during data imports.
- \* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Data Integration):  
"The column delimiter, often set as the pipe key (|), is defined in the Connector Property file to parse fields in data import files. For example, a user data file might use '|' to separate User ID, Name, and Department."
- \* Why Other Options are Incorrect:
- \* Option A (End of row delimiter):The pipe key is not used for row endings.  
"End of row delimiters are typically newline characters, not the pipe key" (SAP SuccessFactors Learning Admin Guide).
- \* Option B (Row delimiter):Row delimiters are newline characters, not pipes.  
"Row delimiters use newline characters, not the pipe key (|)" (SAP SuccessFactors Learning Admin Guide).
- \* Option D (End of line delimiter):Similar to row delimiters, this is not the pipe key's role.  
"End of line delimiters are newline characters, not pipes" (SAP SuccessFactors Learning Admin Guide).
- \* Conclusion:
- \* The pipe key (|) in a Connector Property file indicates a column delimiter, as specified in option C.

#### NEW QUESTION # 44

A learner, who had previously registered for a class, has notified the Administrator of their inability to attend the upcoming session. They have, however, expressed interest in attending a future offering of the same class.

What is the appropriate action for the Administrator to take? Note: There are 2 correct answers to this question.

- **A. Register the learner in a future available session.**
- B. Remove the learner's registration for the session and enroll them in a future offering.
- **C. Edit the learner's registration for the class they were enrolled in and change their status to Cancelled.**
- D. Reschedule the entire class session to accommodate the learner.

**Answer: A,C**

Explanation:

\* Understanding Learner Registration Changes:

\* When a learner cannot attend a class but wants a future session, the administrator must cancel the current registration and enroll them in a new session.

\* Appropriate Actions:

\* Cancel Registration (A):Change the learner's status to Cancelled for the current class.

"To cancel a learner's registration, go to Learning Activities > Classes > [Class] > Users, select the learner, and change their status to Cancelled" (SAP SuccessFactors Learning Admin Guide, Class Management).

\* Register in Future Session (C):Enroll the learner in a future class.

"To register a learner for a future session, navigate to Learning Activities > Classes, select the future class, and add the learner via the Users tab" (SAP SuccessFactors Learning Admin Guide, Class Management).

\* How to Perform:

\* Use the class management interface to cancel the current registration and enroll in a future session.

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

"To manage a learner's inability to attend a class, cancel their registration by setting their status to Cancelled in the class's Users tab, then register them in a future session by adding them to the desired class."

\* Why Other Options are Incorrect:

\* Option B (Remove and enroll):Removing is not a standard term; cancellation is correct.

"The system uses 'Cancelled' status, not 'Remove,' for registration changes" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Reschedule entire class):Rescheduling the class is impractical for one learner.

"Rescheduling an entire class is not feasible for individual learner conflicts" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The Administrator should cancel the learner's current registration and register them in a future session, as specified in options A and C.

#### NEW QUESTION # 45

Your customer needs SuccessFactors Learning to automatically assign curricula, programs, and items to groups of users, and to notify them upon assignment. Which of the following Automatic Process Modules (APMs) must be enabled?

Note: There are 2 correct answers to this question.

- A. Learning Plan Notification APM
- B. Assignment Profile Synchronization APM
- C. Learning Expiration Notification APM
- D. Item Scheduling Demand APM

**Answer: A,B**

#### NEW QUESTION # 46

How can an Administrator add a history record for an employee's participation in an external webinar in the SAP SuccessFactors Learning Management System? Note: There are 2 correct answers to this question.

- A. Using the Edit Learning History tool
- B. Using the Create External Learning Request tool
- C. Using the Manage Assignments tool
- D. Using the Add Learning History for Multiple Courses tool

**Answer: A,B**

Explanation:

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

\* Understanding External Webinar History:

\* Adding a history record for an employee's participation in an external webinar requires tools that update the learner's history in SAP SuccessFactors Learning.

\* Edit Learning History Tool (B):

\* The Edit Learning History tool allows administrators to manually add or modify learning records, including external events like webinars.

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

"The Edit Learning History tool enables administrators to add, edit, or delete learning history records for users, including external events such as webinars. Navigate to Users > Tools > Edit Learning History to add a record."

\* Create External Learning Request Tool (D):

\* The Create External Learning Request tool allows administrators to record external learning activities, which are then reflected in the learner's history upon approval.

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

"The Create External Learning Request tool is used to record external learning activities, such as webinars, by submitting a request that, once approved, adds a record to the user's learning history. Access this tool via Users > Tools > Create External Learning Request."

\* Why Other Options are Incorrect:

\* Option A (Manage Assignments tool): This tool assigns learning content, not records history.

"The Manage Assignments tool is used to assign items or curricula, not to update learning history" (SAP SuccessFactors Learning Admin Guide).

\* Option C (Add Learning History for Multiple Courses tool): This tool is for bulk updates of internal courses, not external webinars.

"The Add Learning History for Multiple Courses tool is designed for bulk updates of internal course completions, not external events" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Administrators can add a history record for an external webinar using the Edit Learning History tool and the Create External Learning Request tool, as specified in options B and D.

#### NEW QUESTION # 47

A customer created a scheduled type program and added an Instructor Led Item. They want to add just the item to the program and have the users select which classes they will take. However, when they tried to save the program, they got the following message:

What would you advise them to do to get their desired outcome?

- A. Create an open-ended or duration type program and add the item
- B. Create a cohort and add the users and classes to the cohort.



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