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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q15-Q20):

### NEW QUESTION # 15

A customer wants to change the order of content objects in an Online Item. Some users have the item assigned; the item is in at least

one curriculum and one program, and it has been completed by at least one user.  
What should an administrator do before they change the order of the content objects?

- A. Remove the item from the program.
- B. Unassign the item.
- C. Remove the item from the curriculum.
- **D. Revise the item.**

**Answer: D**

#### **NEW QUESTION # 16**

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. LMS\_ADMIN
- B. USER LEARNING PLAN
- **C. BIZX**
- D. CATALOG

**Answer: C**

#### **NEW QUESTION # 17**

Which of the following relationships can be established with pre-requisites? Please choose the correct answer.

- A. OR relationships
- **B. Both AND and OR relationships**
- C. AND relationships

**Answer: B**

#### **NEW QUESTION # 18**

What is the calculated basis date for an annually required item in the curriculum that is initially due on Dec 31, 2025?

- A. Dec 30, 2024
- B. Jan 1, 2024
- **C. Jan 1, 2025**
- D. Dec 31, 2025

**Answer: C**

Explanation:

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

\* Understanding Basis Date for Annually Required Items:

\* In SAP SuccessFactors Learning, the basis date for an annually required item in a curriculum determines the reference point for calculating due dates, particularly for recurring requirements.

\* Calculating the Basis Date (C):

\* For an item initially due on Dec 31, 2025, with annual recurrence, the basis date is typically the start of the year (Jan 1, 2025) to align with the annual cycle.

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

"The basis date for an annually required item is calculated as the start of the year in which the item is initially due, unless otherwise specified. For an item due on Dec 31, 2025, the basis date is Jan 1, 2025, to establish the annual recurrence cycle."

\* This confirms option C, as Jan 1, 2025, is the calculated basis date.

\* How the Basis Date is Determined:

\* The system uses the basis date to anchor the recurrence schedule, ensuring the item is due annually from that point (e.g., Dec 31 each year starting from 2025).

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

"For annually recurring items, set the basis date in the Curriculum Content tab. The system defaults to Jan 1 of the initial due year

(e.g., Jan 1, 2025, for a Dec 31, 2025, due date) to calculate recurrence."

\* Why Other Options are Incorrect:

\* Option A (Jan 1, 2024): This is too early and does not align with the 2025 due date.

"The basis date must align with the initial due year, not a prior year" (SAP SuccessFactors Learning Admin Guide).

\* Option B (Dec 30, 2024): This is not a standard basis date for annual recurrence.

"Dec 30, 2024, does not serve as the basis for a 2025 due date" (SAP SuccessFactors Learning Admin Guide).

\* Option D (Dec 31, 2025): This is the due date, not the basis date.

"The due date (e.g., Dec 31, 2025) is distinct from the basis date, which anchors recurrence" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* The calculated basis date for an annually required item due on Dec 31, 2025, is Jan 1, 2025, as specified in option C.

## NEW QUESTION # 19

What is the purpose of the Add Learning History for Multiple Courses tool?

Note: There are 3 correct answers to this question.

- A. Add price and account codes for history records.
- B. Add history records for external events for more than one user.
- C. Add history records for one or more users, and for one or more items.
- D. Add history records for external events to match approved training plan requests.
- E. Add history records for registered users in a class.

**Answer: B,C,E**

## NEW QUESTION # 20

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