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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q75-Q80):

NEW QUESTION # 75

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 a cohort and add the users and classes to the cohort.
- B. Create a Curriculum Requirement and add it to the program.
- C. Create an open-ended or duration type program and add the item.
- **D. Create a class for the item and add the class to the program.**

Answer: D

NEW QUESTION # 76

How can suggestions be made to a user to complete optional courses?

- A. Manager assigned items due within 7 Days
- **B. Peer-to-Peer Recommendations**
- C. Direct item assignment due within 7 Days
- **D. Assignment Profile Recommended Items**

Answer: B,D

NEW QUESTION # 77

Which of the following describes the characteristics of a Quiz Assessment? Note: There are 2 correct answers to this question.

- A. Quiz questions can be added to the question library.
- **B. Quiz questions exist only in the specific quiz for which they are created.**
- C. Quizzes CANNOT be timed.
- **D. Quiz questions can be linked to objectives.**

Answer: B,D

Explanation:

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

* Understanding Quiz Assessments:

* Quiz assessments in SAP SuccessFactors Learning are used to test learner knowledge, with specific characteristics governing question management and functionality.

* Characteristics of Quiz Assessments:

* Questions Specific to Quiz (A): Quiz questions are created for a specific quiz and are not stored in the Question Library unless explicitly added.

"Quiz questions are created within the specific quiz and exist only for that quiz unless manually added to the Question Library" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

* Linked to Objectives (C): Questions can be associated with learning objectives for competency tracking.

"Quiz questions can be linked to learning objectives to align assessments with specific competencies or goals" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

* How Quizzes are Configured:

* In Learning Activities > Quizzes, administrators create questions within the quiz and link them to objectives if needed.

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

"To create a quiz, go to Learning Activities > Quizzes, add questions specific to the quiz, and optionally link them to objectives in the question settings to track competencies."

* Why Other Options are Incorrect:

* Option B (Quizzes cannot be timed): Quizzes can be timed, unlike exams.

"Quizzes can be configured with time limits in the quiz settings" (SAP SuccessFactors Learning Admin Guide).

* Option D (Added to Question Library): Questions are not automatically added to the Question Library.

"Quiz questions must be manually added to the Question Library; they are not stored there by default" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Quiz assessments are characterized by questions existing only in the specific quiz and being linkable to objectives, as specified in options A and C.

NEW QUESTION # 78

An SAP SuccessFactors Learning customer requires an approval process to be completed successfully whenever users add a history record of an item for themselves.

Where can this be configured?

Note: There are 2 correct answers to this question.

- **A. In System Administration Application Administration User Settings User Adding History Record Approval Process Settings Require approval when users add to learning history for internal learning**
- B. In System Administration Configuration Global Application Settings Electronic Signatures Settings External Event Additional Approval Process ID
- C. In System Administration Configuration Global Application Settings Electronic Signatures Settings Completion Status Additional Approval Process ID
- **D. In System Administration Application Administration User Settings approval when users add to learning history for external learning**

Answer: A,D

NEW QUESTION # 79

What activities can a Manager perform from the Team View dashboard in SAP SuccessFactors Learning?

Note: There are 3 correct answers to this question.

- **A. Assign learning activities to their direct reports.**
- **B. Add an item to learning history.**
- C. Change the rules of an Assignment Profile.
- **D. View the learning progress of their direct reports.**
- E. Associate learning with a job code.

Answer: A,B,D

Explanation:

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

- * Understanding Team View Dashboard:
- * The Team View dashboard in SAP SuccessFactors Learning allows managers to manage and monitor their direct reports' learning activities.
- * Manager Actions:
- * Assign Learning Activities (A): Managers can assign learning to their team.
"Managers can assign learning activities, such as items or programs, to their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * View Learning Progress (B): Managers can track completion status.
"The Team View dashboard allows managers to view the learning progress of their direct reports, including completion status and due dates" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * Add to Learning History (E): Managers can record completions.
"Managers can add items to their direct reports' learning history through the Team View dashboard to record completed training" (SAP SuccessFactors Learning Admin Guide, Manager Tools).
- * How Managers Use Team View:
- * Access the dashboard from the Home Page to perform these actions.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Dashboard):
"From the Team View dashboard, managers can assign learning activities, view progress, and add items to the learning history of their direct reports, accessible via the Home Page."
- * Why Other Options are Incorrect:
- * Option C (Associate with job code): Job code associations are admin tasks.
"Associating learning with job codes is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Change Assignment Profile rules): Assignment Profiles are admin-only.
"Assignment Profile rules are managed in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * Managers can assign learning, view progress, and add to learning history from Team View, as specified in options A, B, and E.

NEW QUESTION # 80

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