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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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	• 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 5	• 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 6	• 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.
Topic 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q23-Q28):

NEW QUESTION # 23

In Which selection of the LMS System Administration can Administrators enable or disable the peer recommendation functionality for users?

- A. System Admin -> Security
- B. System Admin -> Configuration -> Global Variable
- C. System Admin -> Configuration -> User-Created Accounts
- D. System Admin -> Configuration -> User Setting

Answer: A

NEW QUESTION # 24

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

Answer: B,C

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 # 25

What are the potential warnings a manager may receive when assigning an item to a user? Note: There are 3 correct answers to this question.

- A. The item has been completed recently.
- B. The item has been assigned to another user.
- C. The item has prerequisites.
- D. The item is NOT required per job code.
- E. The item has already been assigned.

Answer: A,C,E

Explanation:

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

* Understanding Assignment Warnings:

* When assigning items, SAP SuccessFactors Learning generates warnings to alert managers about potential issues, such as prior assignments or prerequisites.

* Potential Warnings:

* Already Assigned (A): Warns if the item is already in the user's Learning Plan.

"A warning is displayed if an item is already assigned to a user, preventing duplicate assignments" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Prerequisites (C): Warns if the item has unmet prerequisites.

"If an item has prerequisites that the user has not completed, a warning is issued during assignment" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* Completed Recently (D): Warns if the item was recently completed, to avoid redundant assignments.

"A warning appears if the user has recently completed the item, indicating no need for reassignment" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

* How Warnings are Triggered:

* The system checks the user's Learning Plan and history during assignment, generating warnings based on these conditions.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Assignment Management):
 "During item assignment, the system checks for existing assignments, unmet prerequisites, and recent completions, displaying warnings to inform the manager of potential issues."
 * Why Other Options are Incorrect:
 * Option B (Not required per job code): Job code requirements are not checked during manual assignments.
 "Job code requirements are enforced via Assignment Profiles, not manual assignments" (SAP SuccessFactors Learning Admin Guide).
 * Option E (Assigned to another user): Assignments are user-specific and do not generate warnings based on other users.
 "Warnings are specific to the user being assigned, not other users' assignments" (SAP SuccessFactors Learning Admin Guide).
 * Conclusion:
 * Potential warnings include the item being already assigned, having prerequisites, or being recently completed, as specified in options A, C, and D.

NEW QUESTION # 26

Which of the following Program Types allows for a fixed time limit and also allows Users to start at different times? Please choose the correct answer.

- **A. Duration Based**
- B. Closed Program
- C. Open Ended
- D. Scheduled

Answer: A

NEW QUESTION # 27

In which sections of the New Home Learning Experience will the user see administrator or system-assigned learning? Note: There are 2 correct answers to this question.

- A. Under the Recommended Section
- B. Under the Invest in Myself Section
- **C. Under the Required Learning Section**
- **D. Under the Important Learning Section**

Answer: C,D

Explanation:

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

* Understanding the New Home Learning Experience:
 * The New Home Learning Experience in SAP SuccessFactors Learning organizes content on the user's Home Page, including sections for assigned learning.
 * Sections for Assigned Learning:
 * Important Learning Section (C): Displays priority or administrator-assigned learning.
 "The Important Learning Section on the Home Page displays administrator-assigned or system-assigned learning with high priority" (SAP SuccessFactors Learning User Guide, Home Page).
 * Required Learning Section (D): Shows mandatory learning assignments.
 "The Required Learning Section displays mandatory learning assignments, such as curricula or items, assigned by administrators or the system" (SAP SuccessFactors Learning User Guide, Home Page).
 * How Content is Displayed:
 * Administrator or system-assigned learning appears in these sections to ensure visibility.
 * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):
 "In the New Home Learning Experience, administrator- or system-assigned learning appears in the Important Learning Section for priority content and the Required Learning Section for mandatory assignments, ensuring users see critical training."
 * Why Other Options are Incorrect:
 * Option A (Recommended Section): This is for suggested, not assigned, content.
 "The Recommended Section displays suggested content, not administrator-assigned learning" (SAP SuccessFactors Learning User Guide).
 * Option B (Invest in Myself Section): This is for optional, user-selected content.
 "The Invest in Myself Section shows optional content users can self-assign, not mandatory assignments" (SAP SuccessFactors Learning User Guide).

* Conclusion:

* Users see administrator or system-assigned learning in the Important Learning and Required Learning sections, as specified in options C and D.

NEW QUESTION # 28

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