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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	• 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 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	• 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.

Topic 5	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q53-Q58):

NEW QUESTION # 53
Your customer wants to enable employees to create their own accounts in SuccessFactors Learning. Where do administrators define the settings for the mandatory and optional fields display to the employee?

- A. In User-Created Account
- B. In Record Configuration
- C. In System Configuration/LMS_ADMIN
- D. In Search Selectors

Answer: B

NEW QUESTION # 54
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish release management.
- C. Establish regular housekeeping tasks and procedures.
- D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E. Define roles and responsibilities as part of a process transformation office.

Answer: A,D,E

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Clean Core Operations:
* Clean core operations in SAP SuccessFactors Learning ensure minimal customization and adherence to standard processes for scalability and upgrades.
* Guiding Principles:
* Organizational Structure and Methodology (A): Establishes a framework for clean core.
"Establish an organizational structure, technical foundation, and transformation methodology to support clean core operations, ensuring standardized processes" (SAP SuccessFactors Learning Admin Guide, System Management).
* Integrate Practices in Value Chain (B): Embeds clean core in all processes.
"Integrate clean core practices into the end-to-end value process chain to maintain consistency and efficiency" (SAP SuccessFactors

Learning Admin Guide, System Management).
* Define Roles in Transformation Office (D):Clarifies responsibilities for clean core.
"Define roles and responsibilities within a process transformation office to oversee clean core operations and compliance" (SAP SuccessFactors Learning Admin Guide, System Management).
* How to Implement:
* Configure system settings and governance structures to align with clean core principles.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Clean Core Principles):
"To achieve clean core operations, establish an organizational structure and methodology, integrate practices across the value chain, and define roles in a transformation office via System Administration > Configuration."
* Why Other Options are Incorrect:
* Option C (Housekeeping tasks):These are operational, not strategic principles.
"Housekeeping tasks are maintenance activities, not core clean core principles" (SAP SuccessFactors Learning Admin Guide).
* Option E (Release management):Release management is a separate process.
"Release management is distinct from clean core guiding principles" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Clean core principles include establishing structure and methodology, integrating practices, and defining roles, as specified in options A, B, and D.

NEW QUESTION # 55
Your customer requires that managers are notified when their employees successfully complete items. Where in Configuration is this setting enabled?

- A. Notification Syntax
- B. User Settings -> Learning Plan Notification Settings
- C. Global Variables -> Mail -> Send Notification From
- D. Notification Templates

Answer: B

NEW QUESTION # 56
What happens if an Administrator removes a program from a Library in the SAP SuccessFactors Learning Management System?

- A. Learners will no longer be able to access the program, even if they are already enrolled.
- B. The program will automatically move to a different Library.
- C. Learners will no longer be able to self-assign the program in the future.
- D. Learners will no longer receive notifications about the program.

Answer: C

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Program Removal from a Library:
* Removing a program from a library in SAP SuccessFactors Learning affects its visibility and accessibility to users.
* Impact on Self-Assignment (D):
* When a program is removed from a library, learners can no longer browse or self-assign it, as libraries are the primary interface for self-assignment.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Library Management):
"Removing a program from a library prevents learners from self-assigning it in the future, as libraries provide the interface for users to browse and select learning content."
* How Libraries Work:
* Libraries organize content for user access. Removing a program from a library removes it from the user's view, but existing assignments remain unaffected.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Library Management):
"Programs in a library are available for self-assignment by users with appropriate permissions. If a program is removed, it is no longer visible for self-assignment, but enrolled learners retain access."
* Why Other Options are Incorrect:
* Option A (No access for enrolled learners):Enrolled learners retain access to assigned programs.
"Removing a program from a library does not affect learners already enrolled" (SAP SuccessFactors Learning Admin Guide).
* Option B (Moves to another library):Programs do not automatically move to another library.

"Removed programs are not relocated to another library unless manually reassigned" (SAP SuccessFactors Learning Admin Guide).
* Option C (No notifications): Notification settings are separate from library removal.
"Library removal does not directly affect notification settings" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Removing a program from a library prevents learners from self-assigning it in the future, as specified in option D.

NEW QUESTION # 57

What type of job do you need to set up in provisioning to synchronize competency data from the SAP SuccessFactors HCM Platform to SAP SuccessFactors Learning?

- A. Import
- B. Synchronize Business Configuration
- C. Export
- D. Sync Position Model with Employee Data

Answer: C

NEW QUESTION # 58

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