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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	• 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	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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 (Q19-Q24):

NEW QUESTION # 19

What are some examples of different program time frames? Note: There are 3 correct answers to this question.

- A. Fixed start and end times
- B. No time limitations
- C. Automatic annual recurrence
- D. Minimum completed hours achieved
- E. Fixed duration

Answer: A,B,E

Explanation:
Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Program Time Frames:
* Programs in SAP SuccessFactors Learning can have different time frames to control when and how users complete them.
* Program Time Frames:
* Fixed Start and End Times (C):Programs can have defined start and end dates.
"Programs can be configured with fixed start and end times, restricting access to a specific period" (SAP SuccessFactors Learning Admin Guide, Program Management).
* No Time Limitations (D):Programs can be open-ended with no deadlines.
"Programs with no time limitations allow users to complete content at their own pace without deadlines" (SAP SuccessFactors Learning Admin Guide, Program Management).
* Fixed Duration (E):Programs can have a set duration (e.g., 30 days from assignment).
"Fixed duration programs require completion within a specified time frame after assignment" (SAP SuccessFactors Learning Admin Guide, Program Management).
* How Time Frames are Configured:
* In Learning Activities > Programs > [Program] > Settings, administrators set the desired time frame.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Program Configuration):
"Configure program time frames in the Settings tab, choosing fixed start and end times, no time limitations, or a fixed duration to control user access and completion."
* Why Other Options are Incorrect:
* Option A (Automatic annual recurrence):Recurrence is a curriculum feature, not a program time frame.
"Annual recurrence is configured in curricula, not programs" (SAP SuccessFactors Learning Admin Guide).
* Option B (Minimum completed hours):Hours are tracked in curricula, not as a program time frame.
"Minimum completed hours are a curriculum requirement, not a program time frame" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* Program time frames include fixed start and end times, no time limitations, and fixed duration, as specified in options C, D, and E.

NEW QUESTION # 20

What type of questions can you add when creating an item evaluation survey? Note: There are 2 correct answers to this question.

- A. Rating Scale - user chooses a rating scale
- B. Hot Spot - user chooses a particular area of an image
- C. One Choice - user chooses one correct answer from a list
- D. Matching - user chooses a matching value or answer from opposing valu

Answer: A,C

NEW QUESTION # 21

What steps should the Administrator take to ensure participants complete the feedback survey for training?

- A. Create the survey as an object, then independently distribute it to participants.
- B. Create the survey and directly email the link to all participants.
- C. Create the survey and upload it to an external survey platform, then share the platform link with the participants.
- D. Create the survey object, then link the survey to the item to be completed and make it required in Settings.

Answer: D

Explanation:

Step by Step Explanation with exact Extract from SAP SuccessFactors Learning documents:
* Understanding Feedback Surveys:
* To ensure participants complete feedback surveys, administrators must create and link surveys to courses and enforce completion.
* Correct Approach (D):
* Create a survey object, link it to the course item, and set it as required in the settings to enforce completion.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Management):
"To ensure survey completion, create a survey object in Learning Activities > Surveys, link it to the item in the Item's Survey tab, and set the survey as required in the item's Settings tab."
* This confirms option D, as it outlines the complete process.
* How to Configure:
* Create the survey, associate it with the item, and enable the "Required" setting to prevent course completion without survey submission.
* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Survey Configuration):
"In the item's Settings tab, enable the 'Survey Required' option to ensure learners must complete the linked survey before the course is marked complete."
* Why Other Options are Incorrect:
* Option A (Email link):Emailing links does not enforce completion.
"Emailing survey links does not ensure completion; surveys must be linked and required" (SAP SuccessFactors Learning Admin Guide).
* Option B (Distribute independently):Independent distribution lacks enforcement.
"Independent survey distribution does not tie completion to course progress" (SAP SuccessFactors Learning Admin Guide).
* Option C (External platform):External platforms are not integrated with the LMS.
"External survey platforms are not supported for enforced completion in the LMS" (SAP SuccessFactors Learning Admin Guide).
* Conclusion:
* The Administrator should create a survey object, link it to the item, and make it required, as specified in option D.

NEW QUESTION # 22

Which of the following may have an approval process attached to it? Note: There are 3 correct answers to this question.

- A. Recommending an item to a peer
- B. Withdrawing from a Scheduled Offering
- C. Launching an Online Item
- D. Self-Registering into Scheduled Offering
- E. Self-Assigning a Curriculum from the catalog

Answer: A,B,D

NEW QUESTION # 23

Your customer wants to enable enhanced Catalog behaviour, such as:
. Displaying the Feature Reason in the details view
. Including Instructor-Led Session information for OCN courses
. Enhancing the prerequisites information layout
. Better management of the image thumbnails
. Catalogue targeted direct links
Where should this be configured?
Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=false
- B. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=false
- C. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=true
- D. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=true

Answer: C,D

NEW QUESTION # 24

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