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SAP C_THR88_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q68-Q73):

NEW QUESTION # 68

What types of questions can you add when creating a course evaluation survey?

Note: There are 2 correct answers to this question.

- A. Rating Scale - user chooses a rating from a rating scale
- B. Fill-in-the-blank - enter the required word or phrase into the box
- C. One Choice - user chooses one correct answer from a list
- D. Ordering - drag and drop answers in the correct order

Answer: A,C

NEW QUESTION # 69

What can a customer do with a Group entity in the SuccessFactors Learning systems? Note: There are 3 correct answers to this question.

- A. Manually add users to the User Group.
- B. Reserve seats in a class for the User Group.
- C. Use an assignment profile to identify the users that belong to the User Group.
- D. Associate a Survey directly to a User Group.
- E. Create a custom tile that displays only to the User Group.

Answer: A,B,E

NEW QUESTION # 70

A customer has a General library for courses and classes that all users can see, and regional libraries that are restricted to only the users in each region.

There is an item that will have different classes in each of the regions. However, when an administrator searches for libraries from the Libraries tab of the class, only the General library is returned in the search.



What must you do in order to permit the administrator to add this class to a regional library so that users in that region are the only ones who can see this class?

Note: There are 3 correct answers to this question.

- A. Add the class to the same security domain as the users in the region.
- B. Remove the class from the General library.
- C. Ensure the administrator has the appropriate permissions to search for libraries.
- D. Remove the item from the General library.
- E. Add the item to the regional library.

Answer: A,B,E

NEW QUESTION # 71

Your customer wants a completion status to grant credit and trigger a Level I (feedback) survey. Which fields are necessary to meet this requirement? Note: There are 3 correct answers to this question.

- A. Include learning events with this completion status for Follow-up Evaluation: Application of Learning Surveys Assignments
- B. Credit Given
- C. Include learning events with this completion status for Item Evaluation: User Satisfaction Survey Assignments
- D. Item Type
- E. Description

Answer: A,B,C

NEW QUESTION # 72

What is the purpose of associating attributes with programs?

- A. To randomly assign completion dates to users
- B. To automatically assign users to unrelated programs
- C. To indicate specific skills or knowledge that the user may improve upon by completing the item or program
- D. To allow users to skip prerequisites

Answer: C

Explanation:

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

* Understanding Program Attributes:

* Attributes in SAP SuccessFactors Learning are metadata that describe the skills or knowledge associated with learning content.

* Purpose of Attributes (C):

* Attributes indicate the skills or knowledge users gain by completing a program or item.

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

"Attributes associated with programs or items indicate specific skills or knowledge that users may improve upon completion, aiding in competency tracking and reporting."

* This confirms option C, as attributes define learning outcomes.

* How Attributes are Used:

* Administrators assign attributes in the program or item settings, which are then used in reports or competency tracking.

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

"To associate attributes, go to Learning Activities > Programs > [Program] > Attributes tab and select skills or knowledge areas that the program addresses. These are tracked in user profiles and reports."

* Why Other Options are Incorrect:

* Option A (Automatic assignment): Attributes do not assign programs; Assignment Profiles do.

"Automatic assignments are managed by Assignment Profiles, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Option B (Skip prerequisites): Attributes do not affect prerequisites.

"Prerequisites are managed at the item level, not by attributes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Random completion dates): Attributes do not influence completion dates.

"Completion dates are set by program or curriculum settings, not attributes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The purpose of associating attributes is to indicate skills or knowledge gained, as specified in option C.

NEW QUESTION # 73

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