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## SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q76-Q81):

### NEW QUESTION # 76

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

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

Answer: B,C

### NEW QUESTION # 77

Statement of what users are expected to know and do once they have completed a specific course of instruction. Please choose the correct answer.

- A. Objective
- B. Exam Object

- C. Question
- D. Variant

**Answer: A**

#### NEW QUESTION # 78

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

**Answer: A,C,E**

#### NEW QUESTION # 79

A customer wants to change the order of content objects in an Online Item. Some users have the item assigned; the item is in at least one curriculum and one program, and it has been completed by at least one user.

What should an administrator do before they change the order of the content objects?

- A. Remove the item from the curriculum.
- B. Remove the item from the program.
- C. Revise the item.
- D. Unassign the item.

**Answer: C**

#### NEW QUESTION # 80

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

**Answer: A,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 # 81

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