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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	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 3	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 4	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 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	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 7	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 8	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q16-Q21):

NEW QUESTION #16

Which of the following Automatic Process Modules (APMs) can generate notifications to users about upcoming responsibilities? Note: There are 3 correct answers to this question.

- A. Learning Plan Email Notification APM
- B. Reset Online Item Progress APM
- C. Learning Expiration Email Notification APM
- D. Class Request Demand Met Email Notification APM
- E. Upcoming Class Reminder Email Notification APM

Answer: A,C,E

NEW QUESTION #17

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

Explanation:

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

- * Understanding API Exploration:
- * SAP provides platforms for exploring released APIs, which are used for integrations with SAP SuccessFactors Learning.
- * SAP Business Accelerator Hub (B):
- * The SAP Business Accelerator Hub is the primary platform for discovering and exploring SAP APIs, including those for SuccessFactors Learning.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, API Integration):
- "The SAP Business Accelerator Hub provides a centralized platform to explore released APIs for SAP SuccessFactors, including Learning APIs, enabling developers to discover, test, and implement integrations."
- * This confirms option B, as the Hub is the recommended tool.
- * How to Use the Hub:
- * Developers access the SAP Business Accelerator Hub to browse API documentation, test endpoints, and integrate with the LMS.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, API Management):
- "Access the SAP Business Accelerator Hub athttps://api.sap.comto explore and test SAP SuccessFactors Learning APIs, including endpoints for user management, learning assignments, and completions."
- * Why Other Options are Incorrect:
- * Option A (SAP Integration Suite): This is for building integrations, not exploring APIs.
- "The SAP Integration Suite is used to create and manage integrations, not for API discovery" (SAP SuccessFactors Learning Admin Guide).
- * Option C (SAP Application Interface Framework): This is for specific interface management, not API exploration.
- "The SAP Application Interface Framework manages custom interfaces, not API exploration" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * The SAP Business Accelerator Hub is used to explore released APIs, as specified in option B.

NEW QUESTION #18

Your customer decides to map user record data to a custom column in SuccessFactors Learning. In which configuration file do you update the data source mappings in SuccessFactros Learning?

- A. CONNECTORS
- B. CONTENT IMPORT
- C. ENITYJMPORT
- D. LMS_AMIN

Answer: A

NEW QUESTION #19

Customer legal department has a new training course they would like to assign to a target group of users.

Target group of users is dynamic and changes frequently. What do you use to automate the assignment of this new course?

- A. Direct Assignment from the User Record
- B. Assignment Profiles
- C. User Needs Management-Add Item
- D. Direct Assignment from the Item Record

Answer: B

NEW QUESTION #20

You want to assign multiple courses that recur annually for new employees. How can you use the SAP Learning Management System to assign these courses?

- A. Add a class
- B. Add an item
- C. Add a curriculum

• D. Add a program

Answer: C

Explanation:

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

- * Understanding Recurring Course Assignments:
- * To assign multiple courses that recur annually for new employees, SAP SuccessFactors Learning uses curricula to manage recurring training requirements.
- * Using a Curriculum (A):
- * A curriculum is the appropriate entity for assigning multiple recurring courses, as it supports annual retraining and group assignments.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Management):
- "To assign multiple courses with annual recurrence, create a curriculum in Learning Activities > Curricula, add the required courses, and configure annual retraining settings to ensure recurring assignments for new employees."
- * This confirms option A, as curricula are designed for this purpose.
- * How to Configure a Curriculum:
- * Create a curriculum, add courses, and set retraining intervals in the Content tab.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Curriculum Configuration):
- "In Learning Activities > Curricula, create a curriculum, add multiple items (courses), and set the Retraining Basis to annual in the Content tab to assign recurring training to users."
- * Why Other Options are Incorrect:
- * Option B (Add a class): Classes are for scheduling specific sessions, not recurring assignments.
- "Classes are scheduled instances of items, not suitable for recurring assignments" (SAP SuccessFactors Learning Admin Guide).
- * Option C (Add a program):Programs are for self-paced learning, not recurring requirements.
- "Programs support self-paced learning, not annual recurrence" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Add an item): Items are individual courses, not grouped for recurrence.
- "Items are single learning objects, not suited for grouped recurring assignments" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * To assign multiple recurring courses, the Administrator should add a curriculum, as specified in option A.

NEW OUESTION #21

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