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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	• 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 3	• 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 4	• 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 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q21-Q26):

NEW QUESTION # 21

Your customer would like to update user accounts in SuccessFactors Learning with a new supervisor hierarchy. What field in the User Connector allows you to add and update the employee's primary supervisor?

- A. STUDJD
- B. ALT_SUPER1
- **C. SUPER**
- D. REMOVE_ALT_SUPER1

Answer: C

NEW QUESTION # 22

What reference value must already exist in SF Learning to ensure that user records that certain value will be accepted?

- A. Hire Date

- B. Country ID
- C. Organization ID
- D. Job code ID

Answer: B

NEW QUESTION # 23

How can you set up SuccessFactors Learning to automatically assign training to users? Note: There are 2 correct answers to this question.

- A. 1. Create a curriculum
2. Create a curriculum requirement
3. Add the requirement to the curriculum
4. Add learning events to the user records
- B. 1. Create an item
2. Create an assignment profile
3. Add item to the assignment profile
4. Propagate the assignment profile
- C. 1. Create an item
2. Create a job code
3. Add the item to the job code
4. Add the job code to the user records
- D. 1. Create a program
2. Add the item to the program
3. Add the program to an assignment profile
4. Propagate the assignment profile

Answer: B,D

NEW QUESTION # 24

What is the calculated basis date for an annually required item in the curriculum that is initially due on Dec 31, 2025?

- A. Dec 31, 2025
- B. Jan 1, 2025
- C. Jan 1, 2024
- D. Dec 30, 2024

Answer: B

Explanation:

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

* Understanding Basis Date for Annually Required Items:

* In SAP SuccessFactors Learning, the basis date for an annually required item in a curriculum determines the reference point for calculating due dates, particularly for recurring requirements.

* Calculating the Basis Date (C):

* For an item initially due on Dec 31, 2025, with annual recurrence, the basis date is typically the start of the year (Jan 1, 2025) to align with the annual cycle.

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

"The basis date for an annually required item is calculated as the start of the year in which the item is initially due, unless otherwise specified. For an item due on Dec 31, 2025, the basis date is Jan 1, 2025, to establish the annual recurrence cycle."

* This confirms option C, as Jan 1, 2025, is the calculated basis date.

* How the Basis Date is Determined:

* The system uses the basis date to anchor the recurrence schedule, ensuring the item is due annually from that point (e.g., Dec 31 each year starting from 2025).

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

"For annually recurring items, set the basis date in the Curriculum Content tab. The system defaults to Jan 1 of the initial due year (e.g., Jan 1, 2025, for a Dec 31, 2025, due date) to calculate recurrence."

* Why Other Options are Incorrect:

* Option A (Jan 1, 2024): This is too early and does not align with the 2025 due date.

"The basis date must align with the initial due year, not a prior year" (SAP SuccessFactors Learning Admin Guide).

* Option B (Dec 30, 2024): This is not a standard basis date for annual recurrence.

"Dec 30, 2024, does not serve as the basis for a 2025 due date" (SAP SuccessFactors Learning Admin Guide).

* Option D (Dec 31, 2025): This is the due date, not the basis date.

"The due date (e.g., Dec 31, 2025) is distinct from the basis date, which anchors recurrence" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The calculated basis date for an annually required item due on Dec 31, 2025, is Jan 1, 2025, as specified in option C.

NEW QUESTION # 25

What reference value must already exist in SuccessFactors Learning to ensure that user records that contain this value will be accepted?

- A. Hire Date
- **B. Country ID**
- C. Organization ID
- D. Job Code ID

Answer: B

NEW QUESTION # 26

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