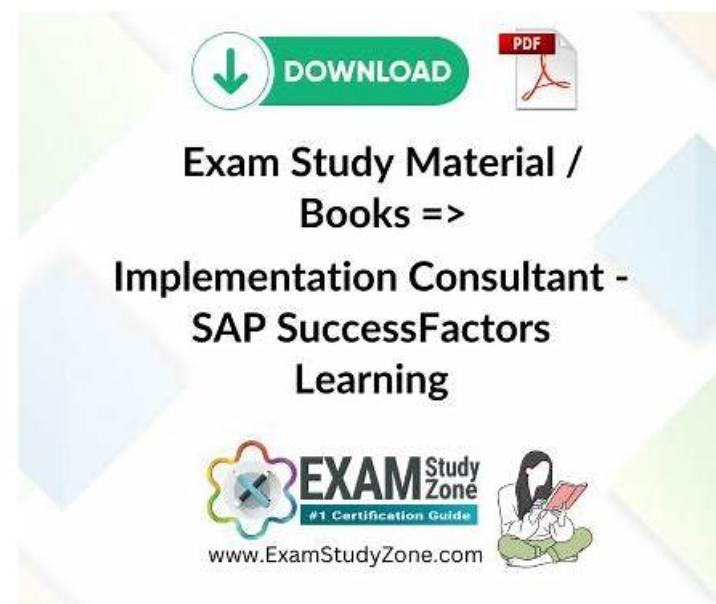


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q57-Q62):

### NEW QUESTION # 57

A customer wants to turn off peer recommendations for users, but still permit administrator recommendations. Where can this be done?

- A. System Administration Configuration Global Administration Settings
- **B. System Administration Security**
- C. System Administration Application Administration User-Created Account
- D. System Administration Application Administration User Settings

**Answer: B**

#### NEW QUESTION # 58

Which security features should an Administrator configure to give users access to SAP SuccessFactors HCM Administrator Tools?  
Note: There are 3 correct answers to this question.

- **A. Permission Groups**
- B. References
- C. Permission Reports
- **D. Permission Roles**
- **E. Role-Based Permissions**

**Answer: A,D,E**

Explanation:

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

\* Understanding HCM Administrator Tools Access:

\* Access to SAP SuccessFactors HCM Administrator Tools, including Learning, is controlled through security settings.

\* Security Features:

\* Role-Based Permissions (A):Define specific actions users can perform

"Role-Based Permissions control access to HCM Administrator Tools, including Learning, by defining specific actions for roles" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* Permission Groups (C):Group users for permission assignment.

"Permission Groups organize users for assigning permissions to access HCM Administrator Tools" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* Permission Roles (D):Define the roles with specific permissions.

"Permission Roles, assigned to Permission Groups, grant access to HCM Administrator Tools like Learning" (SAP SuccessFactors Learning Admin Guide, Security Management).

\* How to Configure:

\* Configure these in System Administration > Security to grant access to administrators.

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

"To grant access to HCM Administrator Tools, configure Role-Based Permissions, Permission Groups, and Permission Roles in System Administration > Security to define who can access Learning administration features."

\* Why Other Options are Incorrect:

\* Option B (Permission Reports):Reports are for data analysis, not access control.

"Permission Reports analyze access, not grant it" (SAP SuccessFactors Learning Admin Guide).

\* Option E (References):References are data fields, not security features.

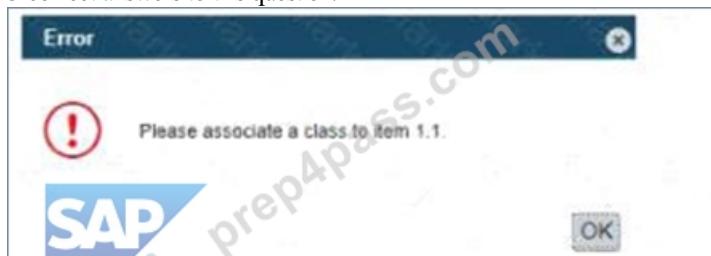
"References are used for data mapping, not security configuration" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Role-Based Permissions, Permission Groups, and Permission Roles are configured for access to HCM Administrator Tools, as specified in options A, C, and D.

#### NEW QUESTION # 59

Why would you edit the SEARCH properties file in System Configuration instead of the individual search selectors? Note: There are 3 correct answers to this question.



- A. To set the number of rows per page for the search results
- B. To permit users to search for Jam groups
- C. To display all rows for the search results
- D. To enable dropdowns instead of searches
- E. To set the default search operator to Starts with instead of Contains

**Answer: A,C,E**

#### **NEW QUESTION # 60**

If an Administrator has created a class and wishes to register users, which options do they have to add learners to the class? Note: There are 3 correct answers to this question.

- A. Add users based on criteria.
- B. Add users based on recommendation.
- C. Add users from a Request List.
- D. Add users based on competency.
- E. Add users with the Import Data Tool.

**Answer: A,C,E**

Explanation:

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

\* Understanding Class Registration:

\* Registering users for a class in SAP SuccessFactors Learning involves adding learners to a scheduled class using various methods.

\* Add Users Based on Criteria (A):

\* Administrators can register users based on specific criteria (e.g., job code, department) to target a group.

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

"Administrators can add users to a class based on criteria, such as user attributes, by defining a target population in the class registration interface. Navigate to Learning Activities > Classes > [Class] > Users > Add Users by Criteria."

\* Add Users with the Import Data Tool (C):

\* The Import Data Tool allows bulk registration by uploading a file with user details.

\* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Data Import):

"The Import Data Tool enables administrators to register multiple users for a class by uploading a CSV file containing user IDs and class details. Access this tool via System Administration > Tools > Import Data."

\* Add Users from a Request List (D):

\* Users who have requested enrollment (e.g., via self-registration) can be added from a request list.

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

"Administrators can add users to a class from a request list, which includes users who have submitted registration requests. Go to Learning Activities > Classes > [Class] > Users > Add from Request List."

\* Why Other Options are Incorrect:

\* Option B (Add users based on recommendation): Recommendations are for suggesting content, not registering users.

"Recommendations suggest learning content but do not facilitate class registration" (SAP SuccessFactors Learning Admin Guide).

\* Option E (Add users based on competency): Competencies are used for gap analysis, not direct registration.

"Competencies identify learning needs but are not used for class registration" (SAP SuccessFactors Learning Admin Guide).

\* Conclusion:

\* Administrators can register users for a class by adding users based on criteria, using the Import Data Tool, and adding from a Request List, as specified in options A, C, and D.

#### **NEW QUESTION # 61**

The \_\_\_\_\_ record is an item scheduled for a date and time and manages user registration. Please choose the correct answer.

- A. Scheduled Offering
- B. Catalog
- C. Curriculum
- D. Program

**Answer: A**

## NEW QUESTION # 62

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