SAP C-THR88-2505 Questions - 100% Success Guaranteed [2025]



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SAP C-THR88-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.
Торіс 4	 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 5	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.
Торіс 6	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.
Торіс 7	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning Sample Questions (Q47-Q52):

NEW QUESTION #47

In the SAP SuccessFactors Learning Management System who should be allowed to create, edit, or delete references?

- A. Managers
- B. Users
- C. Human Resource Business Partners
- D. Super Administrators

Answer: D

Explanation:

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

- * Understanding Reference Management:
- * References in SAP SuccessFactors Learning are data fields used for mapping or linking entities, requiring high-level access to create, edit, or delete.
- * Super Administrator Role (C):
- * Super Administrators have the necessary permissions to manage references due to their system- wide access.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Security Management):
- "Super Administrators have permissions to create, edit, or delete references in SAP SuccessFactors Learning, managed in System Administration > Configuration > References."
- * This confirms option C, as Super Administrators are authorized.
- * How References are Managed:
- * In System Administration > Configuration > References, Super Administrators modify reference data.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Reference Configuration):
- "To manage references, Super Administrators access System Administration > Configuration > References to create, edit, or delete

reference fields used for system mappings."

- * Why Other Options are Incorrect:
- * Option A (HR Business Partners):HRBPs lack system-level permissions.
- "HR Business Partners do not have permissions to manage references" (SAP SuccessFactors Learning Admin Guide).
- * Option B (Users):Regular users cannot access reference management.
- "Regular users lack access to System Administration for reference management" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Managers): Managers are limited to team-level actions.
- "Managers are restricted to team management, not system reference configuration" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * Super Administrators should be allowed to manage references, as specified in option C.

NEW QUESTION #48

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

Answer: A,B,E

NEW QUESTION #49

Select the tool that is used to modify a User's Learning History once an event has been recorded. Please choose the correct answer.

- A. Required Dates Editor
- B. Learning Event Editor
- C. Record Learning Multiple
- D. Record Learning Financial

Answer: B

NEW QUESTION #50

Your customer wants SuccessFactors Learning to have Program functionality enabled to support a new hire training process. What must you do to enable access to the Program functionality?

- A. Set domain restrictions for the Program
- B. Add Program workflows to the admin roles
- C. Set the enableBetaProgramsFeature LMS_ADMIN property to true
- D. Create admin accounts for the employees

Answer: B

NEW QUESTION #51

Which of the following can you directly assign to a user's Learning Plan? Note: There are 3 correct answers to this question.

- A. Curricula
- B. Programs
- C. Items
- D. Content Objects
- E. Surveys Objects

Answer: A,B,C

Explanation:

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

- * Understanding Learning Plan Assignments:
- * Learning Plans in SAP SuccessFactors Learning display assigned content that users must complete, such as items, programs, or curricula.
- * Assignable Entities:
- * Items (A):Individual learning objects (e.g., courses, exams).

"Items, such as online courses or exams, can be directly assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

- * Programs (C):Collections of learning content.
- "Programs, which group multiple items or curricula, can be assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).
- * Curricula (D):Structured sets of learning requirements.

"Curricula, defining required training with due dates or recurrence, can be assigned to a user's Learning Plan" (SAP SuccessFactors Learning Admin Guide, Assignment Management).

- * How Assignments are Made:
- * Administrators assign these entities via Learning Activities or Assignment Profiles, appearing in the user's Learning Plan.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Learning Plan Management):
- "To assign learning to a user's Learning Plan, use Learning Activities to manually assign items, programs, or curricula, or configure Assignment Profiles for automatic assignments."
- * Why Other Options are Incorrect:
- * Option B (Content Objects):Content objects (e.g., SCORM files) are components of items, not directly assignable.

"Content objects are embedded within items and cannot be directly assigned to Learning Plans" (SAP SuccessFactors Learning Admin Guide).

- * Option E (Surveys Objects): Surveys are linked to items, not assigned directly.
- "Survey objects are associated with items for feedback, not directly assigned to Learning Plans" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * Items, programs, and curricula can be directly assigned to a user's Learning Plan, as specified in options A, C, and D.

NEW QUESTION #52

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