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NEW QUESTION: 1

What fields are required in the standard user connector to create your accounts?

- A. Active, User ID
- B. First Name, Last Name
- C. User ID, email Addresses
- D. Active, EmailAdress

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

The most effective question type to use in a questionnaire survey in order to obtain quantitative results is:

Please choose the correct answer.

- A. One Choice
- B. Open Ended
- C. Rating Scale
- D. Multiple Response

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

What are the preferred methods to assign a program to just one user?

Note: There are 2 correct answers to this question.

- A. User entity Programs tab
- B. Assignment Profile
- C. Manage User Learning Manage Assignments

D. Job Code entity

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 4

What are the Connectors provided by SAP SuccessFactors Learning for importing or updating employee data?

Note: There are 3 correct answers to this question.

- A. User Connector
- B. User Connector - Federal
- C. User Connector - SF
- D. Security Domain Connector
- E. Competency Connector - SF

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

Your customer has a large number of internal instructors that need to be added to SuccessFactors Learning.

These instructors need access to the My Classes tab. What is the best way to add multiple instructors at the same time and given them access to My Classes? Note: There are 2 correct answers to this question.

- A. Create the instructors using Learning -> Instructors -> Add New
- B. Add instructors to the Related Instructor field of the user record
- C. Use the Import Data tool
- D. Add related users and instructor's roles to each row of the Entity Template Instructor file

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 6

A SuccessFactors Learning customer requires an approval process to be completed successfully whenever users record completion of an existing item for themselves where can this be configured? Note: There are 2 correct answers to this question.

- A. In System Admin -> Configuration^ User Settings-> User-recorded Learning Event Approval Settings-> Require approval when users record external events
- B. In System Admin -> Configuration-^ Global Variables-> Electronic Signatures Settings-> Completion Status additional Approval Process ID
- C. In System Admin -> Configuration^ Global Variables-> Electronic Signatures Settings-> External Event additional Approval Process ID
- D. In System Admin -> Configuration^ User Settings-> User-recorded Learning Event Approval Settings-> Require approval when users record internal events

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 7

A customer created a scheduled type program and added an Instructor Led Item. They want to add just the item to the program and have the users select which classes they will take.

However, when they tried to save the program, they got the following message:

What would you advise them to do to get their desired outcome?

- A. Create a class for the item and add the class to the program.
- B. Create a cohort and add the users and classes to the cohort.
- C. Create a Curriculum Requirement and add it to the program.
- D. Create an open-ended or duration type program and add the item.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 8

What must be configured to upload an AICC or SCORM course to a content server using the Import Content tool?

- A. A test content object
- B. A curriculum
- C. A test item
- D. A deployment location

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 9

When is it required to use an Exam-type Assessment instead of a Quiz-type Assessment? Note: There are 3 correct answers to this question.

- A. To allow users to test out of content when they pass learning objectives (Adaptive Learning)
- B. To automatically record learning for an item if the user passes
- C. To establish a pre-test and post-test for a Learning (level-2) evaluation
- D. To randomize the order of the questions displayed to the user
- E. To evaluate the user's knowledge of specific learning objectives

Answer: B,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which of the following may have an approval process attached to it? Note: There are 3 correct answers to this question.

- A. Launching an Online Item
- B. Withdrawing from a Scheduled Offering
- C. Self-Registering into Scheduled Offering
- D. Self-Assigning a Curriculum from the catalog
- E. Recommending an item to a peer

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 11

What is the recommended procedure for an Administrator to add new dynamic attribute to a Notification Template?

- A. Copy and paste a Syntax Tag from any other template
- B. Add a new Syntax Tag to the Notification Template
- C. Add a new Syntax Tag to the Notification Syntax ID
- D. Select an existing Syntax Tag from a list

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

If you are an Admin looking for any curricula that has the word Compliance in the title, what search operator would you use? Please choose the correct answer.

- A. Starts with
- B. Contains
- C. Exact
- D. Any

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 13

Which of the following can be assigned directly to a user?

Note: There are 2 correct answers to this question.

- A. A content package
- B. A task checklist item
- C. A quiz type assessment
- D. An online item

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

Your customer wants its users to be able to launch e-learning modules in a blended item even if the users are not enrolled in a scheduled offering for the item. In the user settings, what setting satisfies this requirement?

Please choose the correct answer.

- A. Allow self-registration to proceed as long as the prerequisites will be completed prior to the scheduled start date.
- B. Allow users to access online content without registration
- C. Default self -registration setting for new item
- D. Prevent user scheduling conflicts.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Your customer wants some of its users to be able to view an intranet web site from the SuccessFactors Learning system. What can you use to accommodate this requirement? Note: There are 3 correct answers to this question.

- A. A Recommended Collection
- B. Direct Link Tool
- C. Custom Tile with a Link
- D. Easy Links
- E. Quick Link Configuration

Answer: B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 16

What actions can you perform to create or update questions using the SuccessFactors Questions Library? Note:

There are 3 correct answers to this question.

- A. Create a Drag and Drop question type
- B. Embed graphics into the question
- C. Import/export questions using the Export Data Tool
- D. Associate questions to objectives
- E. Create question variants

Answer: B,D,E ([LEAVE A REPLY](#))

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NEW QUESTION: 17

What is the purpose of the Add Learning History for Multiple Courses tool?

Note: There are 3 correct answers to this question.

- A. Add history records for registered users in a class.
- B. Add history records for one or more users, and for one or more items.
- C. Add history records for external events for more than one user.
- D. Add price and account codes for history records.
- E. Add history records for external events to match approved training plan requests.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

A customer wants to create a program that has a fixed time limit and allows users to start at different times.

This program will include required instructor-led items and permits the user to select their choice of scheduled offerings from their catalog. What type of program does this customer need to create to meet these requirements?

- A. Closed Program
- B. Open Ended
- C. Duration Based
- D. Scheduled

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 19

Your customer's sales department is being migrated to SuccessFactors Learning. As part of the migration, the learning history for each sales associate will be migrated into the Learning system. Which of the following entities must exist in SuccessFactors Learning before you run the Learning History Connector? Note: There are 3 correct answers to this question.

- A. All completion statuses
- B. All instructor accounts
- C. All items
- D. All revision numbers
- E. All user accounts

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

What needs to be configured to add a successful completion Status reference to SuccessFactors Learning?

Note: There are 2 correct answers to this question.

- A. Credit Given checkbox
- B. Domain
- C. Item Type
- D. Assignment Type

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

In order for an assignment profile to be valid, when targeting the population of users at least one of each of following must be selected/populated? Please select all the correct answers that apply.

- A. Value(s)
- B. Domain(s)
- C. Curricula
- D. Attributes

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 22

Your customer would like to limit access to the online content to one-time slot on the last day of class. Which settings do you need to configure? Note: There are 3 correct answers to this question.

- A. In the item, set "Content available only during specified time slot of a class" to On.
- B. In the item, set "Unregistered User Can Access Online Content" to No.
- C. In the class, uncheck the "Online Access" checkbox for the time slot on the last day.
- D. In the time slot of the class, check "Allow access to online content" during this time slot.
- E. In the user entity, uncheck the "User has access to the online items" checkbox on the Content Status tab.

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 23

What types of questions can you add when creating a course evaluation survey?

Note: There are 2 correct answers to this question.

- A. Ordering - drag and drop answers in the correct order
- B. Fill-in-the-blank - enter the required word or phrase into the box
- C. Rating Scale - user chooses a rating from a rating scale
- D. One Choice - user chooses one correct answer from a list

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Which of the following course details can you hide on the user's learning plan? Note: There are 3 correct answers to this question.

- A. Item revision date
- B. Assigned by
- C. Item classification
- D. Assignment type
- E. Required date

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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

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

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

Your customer would like to synchronize the Competency Model in the SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning. How do you synchronize this data?

- A. Navigate to System Admin -> Configuration -> Competency Assessment and complete the competency assessment
- B. Navigate to an Item in SAP SuccessFactors Learning, select the Competencies tab and update the section accordingly
- C. Export the data from the SAP SuccessFactors HCM Platform and import into SAP SuccessFactors Learning using the Competency Connector-SF
- D. Navigate to Performance -> Tools -> Competency Gap Assistant in SAP SuccessFactors Learning and complete the gap assessment

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 27

What fields are required in the standard user connector to create user accounts?

- A. First Name, Last Name
- B. Active, Email Address
- C. Active, User ID
- D. User ID, Email Address

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 28

A customer needs to create a blended item.

What tabs of the item record needs to be populated for the system to detect that the classification is blended?

Note: There are 2 correct answers to this question.

- A. Notifications tab
- B. Agenda Template tab
- C. Documents tab
- D. Online Content tab

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 29

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

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

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 31

Your customer currently has SuccessFactors Learning and now they are adding the SuccessFactors JAM solution. JAM functionality needs to be added to existing admin roles in the workflows. Which workflows must be added to the admin roles? There are 2 correct answers to this question.

- A. View item group
- B. View Organization group
- C. Edit Group Instance
- D. Edit item Group

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 32

Which of the following relationships can be established with pre-requisites? Please choose the correct answer.

- A. AND relationships
- B. Both AND and OR relationships
- C. OR relationships

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 33

Your customer would like to limit access to the online content for a blended item to one segment on the last day of class Which settings do you need to configure?

Note: There are 2 correct answers to this question.

- A. In the offering, uncheck the "Allow access to online content during this segment" checkbox for the segment on the last day
- B. In the user record, uncheck the "has access" checkbox on the Online Status tab
- C. In the item, check the "Content available only during specified segments of a scheduled offering" checkbox
- D. In the item, set "User can access online content without being registered in an offering" to No

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

A customer wants a scheduled offering to allow self-registration.

In addition to selecting the Self Registration option on the Scheduled Offering, what else needs to be done?

Note: There are 2 correct answers to this question.

- A. The class must be in a library that managers/approvers can view.
- B. The Self Registration checkbox must be selected on the Item entity.
- C. The class must be in a library that users can see.
- D. The registration cutoff date must be in the future.

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 35

A customer wants to reduce the e-mails that managers receive when their direct reports register into classes.

What configuration settings should you make to ensure that these e-mails are reduced?

Note: There are 3 correct answers to this question.

- A. Navigate to System Administration Automatic Processes and schedule the Manager Email Notifications for Enrollment Digest.
- B. Navigate to System Administration Application Administration * Registration Settings and uncheck the Default Manager Registration setting for New Items checkbox.
- C. Navigate to existing Classes to confirm that Email Confirmation to the Manager is set to No.
- D. Navigate to existing Items to confirm that Email Confirmation to the Manager is set to No.
- E. Navigate to System Administration Application Administration Registration Settings and uncheck the Manager checkbox under Confirmation Notification Defaults.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

An administrator ran the learning history connector today. Now many users have a Safety Course on their learning plan, even though they had already completed it successfully.

What are possible reasons for this?

Note: There are 2 correct answers to this question.

- A. The completion dates for the Safety Course were after the assignment dates.

B. The item was assigned to the users as a free-floating item (NOT as part of a curriculum or program).

C. The item was assigned as part of a curriculum with the "Ignore Previous Completions" checkbox unchecked.

D. The completion dates for the items in the learning history were in the past.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

Your Customer would like to change 'SuccessFactors Learning' to 'ACME Training Company' wherever it appears in the application. Where can you customer change this value? Note: There are 2 correct answers to this question.

A. System Admin -> Application Admin -> Branding Styles

B. System Admin -> Global Variables -> text replacement

C. References -> Geography -> Lables

D. System Admin -> Tools -> Label Import / Export

Answer: **B,D** ([LEAVE A REPLY](#))

NEW QUESTION: 38

Which of the following cab be assigned directly to a user?

A. A content package

B. An exam-type Assessment object

C. A content object

D. An item with online content

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 39

You want the content object to direct the user to the correct place and launch successfully.

Which fields do you need to populate on the content object entity?

Note: There are 2 correct answers to this question.

A. Content Player

B. Developer tool

C. Launch method

D. Content URL

Answer: **C,D** ([LEAVE A REPLY](#))

NEW QUESTION: 40

Your customer wants certain personnel to be granted access to SuccessFactors Learning to support the management of training-related activities, such as creating scheduled offerings and running reports. What must you do to meet this requirement? Note: There are 3 correct answers to this question.

A. Create administrator accounts for the personnel.

- B. Add security domain groups to the instructor entity.
- C. Create a reporting role for the instructor entity.
- D. Add class and report permissions to the administrator role.
- E. Create an administrator role for the personnel.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

What are valid ways to schedule SAP SuccessFactors connectors?

Note: There are 2 correct answers to this question.

- A. Daily at 1:00AM, 3:30AM and 4:00AM Eastern Tim
- B. Mondays at 5:00AM Eastern Time
- C. First day of each month starting at 4:00AM Pacific Time
- D. Twice a month on the first and 15th day at 3:00AM Eastern Time

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 42

What workflow do you need to add your Learning Administrators role to enable them to modify the Search Tier and Search Weight of an Item's Catalog? Please choose the correct answer.

- A. Edit Subscription Catalog
- B. Edit Catalog Search Relevance Booster
- C. Change Catalog Price
- D. Access Advanced Catalog Search

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 43

Your customer needs SAP SuccessFactors Learning to automatically assign curricula, programs, and items to groups of users, and to notify them upon assignment. Which of the following Automatic Process Modules (APMs) must be enabled? Note: There are 2 Correct to this question.

- A. Learning Expiration Notification APM
- B. Assignment Profile Synchronization APM
- C. Item Scheduling Demand APM
- D. Learning Plan Notification APM

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

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. Add Program workflows to the admin roles
- B. Set domain restrictions for the Program

- C. Create admin accounts for the employees
- D. Set the enableBetaProgramsFeature LMS_ADMIN property to true

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 45

An Approval Process can prevent the user from: There are 2 correct answers to this question.

- A. Viewing Learning History
- B. Registering for a Scheduled Offering
- C. Launching an Online Item
- D. Searching the Catalog

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

What does the Record Learning - Multiple tool record? Note: There are 3 correct answers to this question.

- A. Learning events for more than one user and for more than one item
- B. Price and account codes for learning events
- C. Learning events for registered users in a scheduled offering
- D. External learning events for more than one user
- E. External learning events to match approved training plan requests

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 47

Your customer requires that managers are notified when their employees successfully complete items. Where in Configuration is this setting enabled?

- A. User Settings -> Learning Plan Notification Settings
- B. Global Variables -> Mail -> Send Notification From
- C. Notification Syntax
- D. Notification Templates

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 48

A Success Factors learning customer requires all employees to verify learning events using a secondary method of verification before the learning event is recorded to their learning history. What settings do you need to enable in the global variables configuration? Please choose the correct answer.

- A. Electronic Signature Settings
- B. Delegate Settings
- C. Password Settings
- D. Login / Logout Settings

Answer: ([SHOW ANSWER](#))

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