

SAP.C_THR88_2505.v2026-02-18.q80

Exam Code:	C_THR88_2505
Exam Name:	SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Learning
Certification Provider:	SAP
Free Question Number:	80
Version:	v2026-02-18
# of views:	121
# of Questions views:	800
https://www.freeqas.com/qa/SAP/C_THR88_2505/SAP.C_THR88_2505.v2026-02-18.q80.html	

NEW QUESTION: 1

A training company offers various courses, including Microsoft Advanced Topics and Microsoft Word. The Administrator wants to implement a feature where students who successfully complete the Microsoft Advanced Topics course automatically receive credit for the Microsoft Word course, without having to enroll or take it separately. In which entity should the Administrator configure this relationship to ensure seamless credit transfer between the two courses?

- A. Both Microsoft Advanced Topics and Microsoft Word
- B. Microsoft Word
- C. Microsoft Advanced Topics
- D. Neither Microsoft Advanced Topics and Microsoft Word

Answer: (SHOW ANSWER)

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

- * Understanding Credit Transfer Between Courses:
- * In SAP SuccessFactors Learning, automatic credit transfer for one course based on completion of another is achieved through a substitute relationship, where completing one course (e.g., Microsoft Advanced Topics) grants credit for another (e.g., Microsoft Word).
- * Configuring the Relationship (C):
- * The substitute relationship is configured in the course that grants the credit (Microsoft Advanced Topics), not the course receiving the credit.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Item Management):

"To configure automatic credit transfer, set a substitute relationship in the source item (e.g., Microsoft Advanced Topics) to grant credit for the target item (e.g., Microsoft Word). Navigate to Learning Activities > Items > [Source Item] > Substitute tab to define the relationship."

* This confirms option C, as the configuration is done in Microsoft Advanced Topics.

* How Substitute Relationships Work:

* In the Substitute tab of the source item, administrators specify the target item for which credit is granted upon completion.

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

"The Substitute tab in an item allows administrators to define which other items receive automatic credit upon completion of the source item. This ensures seamless credit transfer without requiring separate enrollment."

* Why Other Options are Incorrect:

* Option A (Both courses): The relationship is configured in the source item only, not both.

"Substitute relationships are defined in the source item granting credit, not both items" (SAP SuccessFactors Learning Admin Guide).

* Option B (Microsoft Word): The target item does not define the substitute relationship.

"The target item receiving credit does not require configuration for substitutes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Neither): A substitute relationship must be configured in the source item.

"Credit transfer requires a substitute relationship configured in the source item" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should configure the substitute relationship in the Microsoft Advanced Topics course, as specified in option C.

NEW QUESTION: 2

Your customer wants to enable enhanced Catalog behaviour, such as:

- . Displaying the Feature Reason in the details view
- . Including Instructor-Led Session information for OCN courses
- . Enhancing the prerequisites information layout
- . Better management of the image thumbnails
- . Catalogue targeted direct links

Where should this be configured?

Note: There are 2 correct answers to this question.

A. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=false

B. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=false

C. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogBrowseEnabled=true

D. In System Admin -> Configuration -> System Configuration -> Catalog -> catalogSearch3Enabled=true

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 3

What are the benefits of using User custom referenced fields? Note: There are 2 correct answers to this question.

- A. They send automated e-mail reminders to users about upcoming assignments.
- B. They can be referenced or unreferenced.
- C. They can be used as searchable attributes for assignment profiles and reporting.
- D. They automatically generate personalized learning recommendations for users.

Answer: B,C (LEAVE A REPLY)

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

* Understanding User Custom Referenced Fields:

* User custom referenced fields are additional data fields that can be defined for users in SAP SuccessFactors Learning to store specific information, such as certifications or preferences.

* Benefits of Custom Referenced Fields:

* Referenced or Unreferenced (A): These fields can be linked to other system entities (referenced) or standalone (unreferenced).

"User custom referenced fields can be configured as referenced, linking to other system entities like job codes, or unreferenced, storing standalone data" (SAP SuccessFactors Learning Admin Guide, User Management).

* Searchable Attributes (C): They can be used in assignment profiles and reports for targeting or analyzing users.

"Custom referenced fields are searchable attributes that can be used in assignment profiles to target users and in reports to analyze user data" (SAP SuccessFactors Learning Admin Guide, System Configuration).

* How Custom Fields are Used:

* Administrators define custom fields in System Administration > Configuration > User Custom Fields, specifying whether they are referenced or unreferenced, and use them in searches or reports.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Custom Fields):

"To configure user custom referenced fields, go to System Administration > Configuration > User Custom Fields. These fields can be referenced to other entities or unreferenced and used as searchable attributes in assignment profiles and reporting tools."

* Why Other Options are Incorrect:

* Option B (Personalized recommendations): Custom fields do not automatically generate recommendations.

"Personalized learning recommendations are driven by competencies or learning needs, not custom fields" (SAP SuccessFactors Learning Admin Guide).

* Option D (Automated reminders):Reminders are managed by notification settings, not custom fields.

"Automated email reminders are configured in notification settings, not tied to custom fields" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The benefits of user custom referenced fields are that they can be referenced or unreferenced and used as searchable attributes, as specified in options A and C.

NEW QUESTION: 4

Your customer wants to allow user-suggested courses to be promoted in the library. Where should this be configured in System Administration Configuration < System Configuration?

- A. LIBRARY browseCatalogBannerContents[P2PRecommendation] =true
- B. LIBRARY catalogBrowseEnabled=false
- C. LIBRARY browseCatalogBannerContents[LFRRecommendation]= true
- D. LIBRARY catalogSearch3Enabled=true

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

If instructors have access and the correct permissions what can they do on the My Classes screen? Note:

There are 3 correct answers to this question.

- A. Remove users from the registration for an existing Class.
- B. Create a new Class.
- C. Initiate Course Evaluations.
- D. Record Completions for an Ad Hoc event.
- E. Record Completions for an existing Class.

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

NEW QUESTION: 6

Which of the following sections can you edit from the Program entity? Note: There are 3 correct answers to this question.

- A. Settings
- B. Agenda
- C. Assignments
- D. Publishing
- E. Reports

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

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

* Understanding Program Entity Sections:

* Programs in SAP SuccessFactors Learning are collections of learning content with configurable sections for settings, agendas, and assignments.

* Editable Sections:

* Settings (A): Configures program properties like time frames or visibility.

"The Settings tab in a program allows administrators to configure properties such as time frames, visibility, and completion rules" (SAP SuccessFactors Learning Admin Guide, Program Management).

* Agenda (B): Defines the structure and schedule of program content.

"The Agenda tab in a program allows editing of the content sequence and schedule, including adding or reordering items" (SAP SuccessFactors Learning Admin Guide, Program Management).

* Assignments (C): Manages user assignments to the program.

"The Assignments tab enables administrators to assign or modify user assignments for the program" (SAP SuccessFactors Learning Admin Guide, Program Management).

* How to Edit Sections:

* Navigate to Learning Activities > Programs > [Program] and access the respective tabs to edit settings, agenda, or assignments.

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

"To edit a program, go to Learning Activities > Programs > [Program] and use the Settings tab for program properties, the Agenda tab for content structure, and the Assignments tab for user assignments."

* Why Other Options are Incorrect:

* Option D (Publishing): Publishing is an action, not an editable section.

"Publishing is a program action, not a distinct editable section" (SAP SuccessFactors Learning Admin Guide).

* Option E (Reports): Reports are generated separately, not edited within the program.

"Reports are accessed via System Administration > Reports, not within the program entity" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The editable sections of the Program entity are Settings, Agenda, and Assignments, as specified in options A, B, and C.

NEW QUESTION: 7

How can you refine the library search results to filter similar learning activities? Note: There are 3 correct answers to this question.

A. By Items Completed

B. By Learning Type

C. By Source

D. By Categories

E. By Surveys

Answer: B,C,D (LEAVE A REPLY)

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

* Understanding Library Search Refinement:

* Library searches in SAP SuccessFactors Learning can be filtered to refine results and find similar learning activities based on specific attributes.

* Filter Options:

* By Learning Type (B):Filters by the type of learning (e.g., online, instructor-led).

"The Learning Type filter allows users to refine library searches by content type, such as online courses, instructor-led classes, or blended learning" (SAP SuccessFactors Learning Admin Guide, Library Search).

* By Source (C):Filters by the content's origin (e.g., internal, external provider).

"The Source filter refines search results by content source, such as SAP content or third-party providers" (SAP SuccessFactors Learning Admin Guide, Library Search).

* By Categories (D):Filters by predefined categories (e.g., compliance, leadership).

"The Categories filter narrows library search results by content categories, enabling users to find related learning activities" (SAP SuccessFactors Learning Admin Guide, Library Search).

* How Filters are Applied:

* In the library search interface, users select filters like Learning Type, Source, and Categories to refine results.

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

"To refine library search results, use filters such as Learning Type, Source, and Categories in the library search interface. These filters help users locate similar learning activities based on specific criteria."

* Why Other Options are Incorrect:

* Option A (Items Completed):Completion status is not a library search filter.

"Items Completed is not a filter for library searches; it is used in reports" (SAP SuccessFactors Learning Admin Guide).

* Option E (Surveys):Surveys are not a filter for learning activities.

"Surveys are associated with courses but not used as library search filters" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Library search results can be refined by Learning Type, Source, and Categories, as specified in options B, C, and D.

NEW QUESTION: 8

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 cohort and add the users and classes to the cohort.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

What do you configure to enable and disable vCalender attachments for enrollment notifications?

- A. The Mail tab of Global Application Settings
- B. The registration settings
- C. The LMS ADMIN properties file
- D. The notification template

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

NEW QUESTION: 10

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

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

NEW QUESTION: 11

What steps do you take to set up the system to automatically create a weekly LMS report for your manager at

5 pm ET every Friday? Note: There are 3 correct answers to this question.

- A. Configure the Automatic Process Manager.
- B. Save the report.
- C. Schedule the report.
- D. Configure a calendar reminder.
- E. Use search filters to identify user population.

Answer: ([SHOW ANSWER](#))

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

* Understanding Automated Reports:

* SAP SuccessFactors Learning allows administrators to schedule recurring reports, such as a weekly LMS report, using the Automatic Process Manager (APM).

* Steps to Schedule a Weekly Report:

* Configure the Automatic Process Manager (A):The APM schedules automated tasks, including report generation.

"The Automatic Process Manager (APM) is used to schedule automated tasks, such as report generation, in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide, Automatic Processes).

- * Save the Report (B): The report must be saved before scheduling.

"Before scheduling, save the report in System Administration > Reports to define its parameters and format" (SAP SuccessFactors Learning Admin Guide, Reporting).

- * Schedule the Report (C): Set the report to run weekly at the desired time (e.g., 5 pm ET every Friday).

"Schedule a report in System Administration > Automatic Processes > Report Scheduler, specifying the frequency (e.g., weekly) and time (e.g., 5 pm ET)" (SAP SuccessFactors Learning Admin Guide, Reporting).

- * How to Implement:

- * Create and save the report, then use the APM to schedule it for weekly execution.

- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Report Scheduling):

"To schedule a weekly report, create and save the report in System Administration > Reports, then configure the Automatic Process Manager to schedule it under System Administration > Automatic Processes > Report Scheduler, setting the frequency to weekly and time to 5 pm ET."

- * Why Other Options are Incorrect:

- * Option D (Configure a calendar reminder): Calendar reminders are not part of the LMS scheduling process.

"Calendar reminders are not used for automated report scheduling in the LMS" (SAP SuccessFactors Learning Admin Guide).

- * Option E (Use search filters): Search filters define report data, not scheduling.

"Search filters are used to define report data, not to schedule report execution" (SAP SuccessFactors Learning Admin Guide).

- * Conclusion:

- * To set up a weekly report, configure the Automatic Process Manager, save the report, and schedule it, as specified in options A, B, and C.

NEW QUESTION: 12

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

A. SAP Integration Suite

B. SAP Business Accelerator Hub

C. SAP Application Interface Framework

Answer: B (LEAVE A REPLY)

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 at <https://api.sap.com> to 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: 13

The Assessment builder allows the admin to: There are 3 correct answers to this question.

A. Create multiple variants of the same question

B. Make individual questions active or inactive

C. Add objectives to quiz questions

D. Create quiz questions to be used in multiple quizzes

E. Determine the number of answers in each question

Answer: A,B,E (LEAVE A REPLY)

NEW QUESTION: 14

A user has completed a course and submitted the required paperwork to the HR department in PDF format.

How does a Learning Administrator upload the attachment in SuccessFactors Learning so that it is associated with the completed course?

- A. Access the content menu and upload the attachment using the Documents tab
- B. Access the System Admin menu and upload the attachment using the Attachments Utilization tool
- C. Access the Users menu and upload the attachment using the Learning Event Editor
- D. Access the Item record and upload the attachment using the Documents tab

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

NEW QUESTION: 15

Which settings are needed on the content object record? Note: There are 2 correct answers to this question.

- A. Content Player
- B. Developer tool
- C. Launch method
- D. Filename

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

NEW QUESTION: 16

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: ([SHOW ANSWER](#)**)**

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NEW QUESTION: 17

The SuccessFactors Learning system can allow supervisors to make a user an acting supervisor for all of their subordinates. How can you configure this feature? Note: There are 3 correct answers to this question.

- A. Select Manage Alternate Supervisors for the acting supervisor in the user record
- B. Edit the workflows in the User Proxy role to determine the predefined permissions for the acting supervisor

C. Check the checkbox for Allow Supervisors to Delegate Predefined Permissions in global variables

D. Check the checkbox for Allow Supervisors to Delegate Selected Permissions in global variables

E. Choose an alternate job code for the acting supervisor in the user record

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

NEW QUESTION: 18

You have User Data in SAP SuccessFactors HCM that you would like to populate into a custom column in SAP SuccessFactors Learning. Which configuration file should you update?

A. CONTENT IMPORT

B. CONNECTORS

C. ENTITYJIMPORT

D. LMS ADMIN

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

NEW QUESTION: 19

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 with the Import Data Tool.

D. Add users from a Request List.

E. Add users based on competency.

Answer: ([SHOW ANSWER](#))

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: 20

Which settings must be configured so that users can download content specifically designed for smart phones and tablets?

Note: There are 2 correct answers to this question.

A. Edit the MOBILE configuration file in system administration.

B. Set ICONTENT enabled to true in the system configuration

C. Check Enable Mobile Access and enter a link in the Mobile Filename field on the Launch Method tab of a content object

D. Enter the ID of the player in the Content Player field on the Launch Method tab

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

NEW QUESTION: 21

What is the maximum number of steps that may be created for an Approval Process?

A. 3

B. 4

C. 5

D. 6

Answer: C (LEAVE A REPLY)

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

* Understanding Approval Processes:

* Approval Processes in SAP SuccessFactors Learning define workflows for approving actions, such as course registrations or learning requests. Each process consists of steps (e.g., manager approval, HR approval).

* Maximum Number of Steps:

* The system allows a maximum of 5 steps in an Approval Process to balance flexibility and system performance.

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

"An Approval Process in SAP SuccessFactors Learning can include up to 5 steps, allowing administrators to configure multi-level approval workflows for actions like registration or external learning requests."

* This confirms option C, as the maximum number of steps is 5.

* Configuring Approval Processes:

* Administrators define steps in the Approval Process under System Administration > Configuration > Approval Processes, specifying approvers (e.g., manager, HR) for each step.

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

"To configure an Approval Process, navigate to System Administration > Configuration > Approval Processes. Add up to 5 steps, assigning approvers and conditions for each step."

* Why Other Options are Incorrect:

* Option A (3), B (4), D (6): The system explicitly limits Approval Processes to 5 steps, making these options incorrect.

"The maximum number of steps in an Approval Process is 5; configurations exceeding this limit are not supported" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The maximum number of steps that can be created for an Approval Process is 5, as specified in option C.

NEW QUESTION: 22

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

A. User ID, email Addresses

B. Active, EmailAddress

C. First Name, Last Name

D. Active, User ID

Answer: D (LEAVE A REPLY)

NEW QUESTION: 23

What period-based settings must you consider if an item in a curriculum is due 45 days after assignment and recurs annually? Note: There are 3 correct answers to this question.

- A. Basis Date
- B. Retraining Basis
- C. Threshold
- D. Initial Basis
- E. Initial Period

Answer: A,B,D (LEAVE A REPLY)

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

* Understanding Period-Based Settings for Curriculum Items:

* In SAP SuccessFactors Learning, period-based settings define how recurring training requirements, such as an item due 45 days after assignment and recurring annually, are managed within a curriculum. These settings include configurations for when the training is initially due and how it recurs.

* Basis Date (A):

* The Basis Date determines the reference date used to calculate due dates for training requirements.

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

"The Basis Date is used to calculate the due date for an item in a curriculum. It can be set to a specific date, such as the assignment date, or linked to user attributes like hire date. For example, if an item is due 45 days after assignment, the Basis Date is typically the assignment date."

* For an item due 45 days after assignment, the Basis Date is critical to establish the starting point for the due date calculation.

* Retraining Basis (B):

* The Retraining Basis defines how the system calculates the due date for recurring training requirements, such as annual retraining.

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

"The Retraining Basis determines the recurrence schedule for items in a curriculum. For annually recurring items, the Retraining Basis can be set to a fixed interval (e.g., 365 days) from the completion date or another basis date."

* Since the item recurs annually, the Retraining Basis is necessary to specify the recurrence interval.

* Initial Basis (D):

* The Initial Basis defines the starting point for the initial assignment of the training requirement.

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

"The Initial Basis specifies the reference point for the initial due date of a curriculum item. For example, if an item is due 45 days after assignment, the Initial Basis is typically set to the assignment date."

- * This setting ensures the 45-day initial due date is calculated correctly.

- * Why Threshold (C) and Initial Period (E) are Incorrect:

- * Threshold (C): Threshold is used to define a grace period or buffer for compliance but is not directly related to due date or recurrence calculations.

"Threshold settings allow administrators to define a period after the due date during which completion is still considered compliant" (SAP SuccessFactors Learning Admin Guide).

- * Initial Period (E): Initial Period is not a standard term in SAP SuccessFactors Learning for curriculum settings; it may refer to a time frame but is not used for due date or recurrence.

- * Conclusion:

- * The correct settings for an item due 45 days after assignment and recurring annually are Basis Date (to set the reference date), Retraining Basis (to define annual recurrence), and Initial Basis (to calculate the initial due date).

NEW QUESTION: 24

When designing your security domain structure, which of the following factors should you consider?

A. Number of end-users who will access the system daily.

B. Compatibility with existing non-security-related systems.

C. Cost and budget constraints, including long-term investment and ongoing maintenance.

D. Complexity of data, delegation of administrative tasks, and data access control.

Answer: D (LEAVE A REPLY)

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

- * Understanding Security Domain Structure:

- * Security domains in SAP SuccessFactors Learning control access to data and administrative tasks, requiring careful design to balance complexity and control.

- * Factors to Consider (D):

- * The design should account for data complexity, task delegation, and access control to ensure secure and efficient administration.

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

"When designing a security domain structure, consider the complexity of data, delegation of administrative tasks to appropriate roles, and data access control to ensure secure and efficient system management."

- * This confirms option D, as these factors are critical for domain design.

- * How to Design Security Domains:

- * Administrators configure domains in System Administration > Security > Domains, defining access based on user attributes and tasks.

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

"In System Administration > Security > Domains, define domains considering data complexity (e.g., user data volume), task delegation (e.g., assigning admin roles), and access control (e.g., restricting data visibility)."

* Why Other Options are Incorrect:

* Option A (Number of end-users): User count is a sizing factor, not a domain design factor.

"The number of end-users affects system sizing, not security domain structure" (SAP SuccessFactors Learning Admin Guide).

* Option B (Non-security systems): Non-security systems are irrelevant to domain design.

"Compatibility with non-security systems is not a factor in security domain design" (SAP SuccessFactors Learning Admin Guide).

* Option C (Cost and budget): Costs influence implementation, not domain structure.

"Cost and budget constraints impact implementation, not security domain design" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Factors to consider in security domain design include data complexity, task delegation, and access control, as specified in option D.

NEW QUESTION: 25

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

A. Notification Syntax

B. Notification Templates

C. Global Variables -> Mail -> Send Notification From

D. User Settings -> Learning Plan Notification Settings

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

NEW QUESTION: 26

Which of the following applies to item revision in SAP SuccessFactors Learning Management System?

A. Item revisions must be approved by a Learning Administrator before they are reflected in the course.

B. Revisions to an item can only be made if the item's status is set to Active.

C. Once an item is revised, previous versions are automatically deleted from the system.

D. Administrators can view the revision history of an item to track changes made over time.

Answer: ([SHOW ANSWER](#)**)**

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

* Understanding Item Revision:

* Item revision in SAP SuccessFactors Learning involves tracking changes to learning items, such as updates to content or settings.

* Revision History (D):

* Administrators can view the revision history of an item to track changes, including who made them and when.

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

"The revision history of an item is accessible to administrators, showing a log of changes made to the item, including updates to content, settings, or metadata, along with the user and timestamp of each change."

* How Revision History is Accessed:

* The revision history is available in the item's details under Learning Activities > Items > [Item] > Revision History.

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

"To view an item's revision history, navigate to Learning Activities > Items, select the item, and access the Revision History tab to review all changes made over time."

* Why Other Options are Incorrect:

* Option A (Must be approved): Revisions do not require approval before being reflected.

"Item revisions are applied immediately and do not require approval unless configured in a custom workflow" (SAP SuccessFactors Learning Admin Guide).

* Option B (Only if Active): Revisions can be made regardless of item status.

"Revisions can be made to items in any status, not only Active" (SAP SuccessFactors Learning Admin Guide).

* Option C (Previous versions deleted): Previous versions are retained in the revision history, not deleted.

"Previous versions of an item are stored in the revision history, not automatically deleted" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Administrators can view the revision history of an item to track changes, as specified in option D.

NEW QUESTION: 27

You are organizing a specialized training session that will be conducted at a unique off-site location, which will only be used for this particular session. You do NOT want to add this facility to your regular resource list as it is a one-time event. How should you handle this situation in the SAP Learning Management System?

A. Add the unique facility to your regular resource list for future use.

B. Enter the off-site location as an ad hoc facility for this specific session.

C. Use the nearest regular facility from your resource list.

D. Cancel the training session due to the unique location.

Answer: B (LEAVE A REPLY)

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

* Understanding Facility Management:

* In SAP SuccessFactors Learning, facilities are resources used for scheduling instructor-led sessions. For one-time events, administrators can use ad hoc facilities to avoid cluttering the regular resource list.

* Ad Hoc Facility (B):

* An ad hoc facility is entered specifically for a single session without adding it to the permanent resource list.

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

"For one-time training sessions at unique locations, administrators can enter an ad hoc facility during class scheduling. This avoids adding the facility to the permanent resource list. Navigate to Learning Activities > Classes > [Class] > Resources and select 'Ad Hoc Facility' to enter location details."

* This confirms option B, as it addresses the one-time event requirement.

* How to Configure an Ad Hoc Facility:

* During class creation, administrators select the ad hoc option and input the location details without saving it as a permanent facility.

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

"To schedule a class at a unique off-site location, choose 'Ad Hoc Facility' in the Resources section of the class setup. Enter the location details, which are used only for that session and not added to the resource list."

* Why Other Options are Incorrect:

* Option A (Add to regular resource list): This contradicts the requirement to avoid adding the facility permanently.

"Adding a facility to the regular resource list is not suitable for one-time events" (SAP SuccessFactors Learning Admin Guide).

* Option C (Use nearest regular facility): This does not address the unique location.

"Using an existing facility does not reflect the specific off-site location for the session" (SAP SuccessFactors Learning Admin Guide).

* Option D (Cancel the session): Canceling is unnecessary when ad hoc facilities are available.

"Canceling the session is not required, as ad hoc facilities support one-time locations" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should enter the off-site location as an ad hoc facility for the specific session, as specified in option B.

NEW QUESTION: 28

Which curriculum field can you use to reassign learning regardless of learning history record?

A. Previous Failures Reset Curriculum Status

B. Threshold

C. Previous Completions

D. Effective Date

Answer: (SHOW ANSWER)

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

- * Understanding Curriculum Reassignment:

- * Reassigning learning in a curriculum regardless of learning history requires a field that resets or considers prior completions.

- * Previous Completions Field (C):

- * The Previous Completions field allows administrators to reassign learning by ignoring or resetting prior completion records, ensuring users must complete the training again.

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

"The Previous Completions field in a curriculum determines whether prior completions are considered or reset when reassigning learning. Setting this field to ignore previous completions allows reassignment regardless of learning history."

- * How Previous Completions Works:

- * By configuring the Previous Completions field, administrators can force retraining, even for users who previously completed the item.

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

"To reassign learning regardless of history, set the Previous Completions field to 'Do Not Credit' in the curriculum details, ensuring users must complete the item again."

- * Why Other Options are Incorrect:

- * Option A (Previous Failures Reset Curriculum Status): This is not a standard field and does not control reassignment.

"No field named Previous Failures Reset Curriculum Status exists in curriculum configuration" (SAP SuccessFactors Learning Admin Guide).

- * Option B (Threshold): Threshold defines compliance buffers, not reassignment.

"Threshold settings manage compliance periods, not learning reassignment" (SAP SuccessFactors Learning Admin Guide).

- * Option D (Effective Date): Effective Date controls when a curriculum is active, not reassignment.

"Effective Date determines curriculum availability, not history-based reassignment" (SAP SuccessFactors Learning Admin Guide).

- * Conclusion:

- * The Previous Completions field is used to reassign learning regardless of learning history, as specified in option C.

NEW QUESTION: 29

Which sections are accessible to users from their Home Page in SAP SuccessFactors Learning? Note: There are 3 correct answers to this question.

- A. Required Learning
- B. Invest in Myself
- C. Manage User Learning
- D. Latest Bookmarks
- E. System Administration

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

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

* Understanding the Home Page:

* The Home Page in SAP SuccessFactors Learning displays sections where users can view assigned and optional learning content.

* Accessible Sections:

* Required Learning (A):Displays mandatory assigned learning.

"The Required Learning section on the Home Page shows all mandatory learning assignments, such as curricula or items, assigned to the user" (SAP SuccessFactors Learning User Guide).

* Invest in Myself (B):Shows optional learning users can self-assign.

"The Invest in Myself section allows users to browse and self-assign optional learning content from libraries" (SAP SuccessFactors Learning User Guide).

* Latest Bookmarks (D):Displays bookmarked learning content.

"The Latest Bookmarks section on the Home Page displays learning content that the user has bookmarked for quick access" (SAP SuccessFactors Learning User Guide).

* How the Home Page is Structured:

* The Home Page is customizable, but these sections are standard for users to access learning content.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, User Guide, Home Page Configuration):

"The Home Page includes sections like Required Learning for mandatory assignments, Invest in Myself for optional content, and Latest Bookmarks for user-saved items, ensuring easy access to relevant learning."

* Why Other Options are Incorrect:

* Option C (Manage User Learning):This is an administrative function, not a user Home Page section.

"Manage User Learning is an administrative tool, not a Home Page section for users" (SAP SuccessFactors Learning Admin Guide).

* Option E (System Administration):This is restricted to administrators.

"System Administration is an admin-only area, not accessible from the user Home Page" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Users can access Required Learning, Invest in Myself, and Latest Bookmarks from their Home Page, as specified in options A, B, and D.

NEW QUESTION: 30

Which of the following entities can you add to a curriculum? Note: There are 3 correct answers to this question.

- A. Curriculum Requirement
- B. Class
- C. Sub-Curricula
- D. Item
- E. Program

Answer: (SHOW ANSWER)

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

* Understanding Curriculum Content:

* Curricula in SAP SuccessFactors Learning can include various entities to structure training requirements.

* Addable Entities:

* Curriculum Requirement (A): Defines specific completion criteria.

"Curriculum Requirements can be added to a curriculum to specify completion conditions, such as items or hours" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Sub-Curricula (C): Nested curricula for complex requirements.

"Sub-Curricula can be added to a main curriculum to create nested training structures" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Item (D): Individual learning objects like courses or exams.

"Items, such as online courses or exams, can be added to a curriculum to define required training" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* How to Add Entities:

* In Learning Activities > Curricula > [Curriculum] > Content tab, add these entities.

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

"To add entities to a curriculum, go to Learning Activities > Curricula > [Curriculum] > Content tab and select Curriculum Requirements, Sub-Curricula, or Items to include in the training structure."

* Why Other Options are Incorrect:

* Option B (Class): Classes are scheduled instances, not added to curricula.

"Classes are scheduled offerings of items, not directly added to curricula" (SAP SuccessFactors Learning Admin Guide).

* Option E (Program): Programs are separate entities, not curriculum components.

"Programs are standalone learning paths, not added to curricula" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Entities that can be added to a curriculum include Curriculum Requirements, Sub-Curricula, and Items, as specified in options A, C, and D.

NEW QUESTION: 31

What are the advantages of saving search results? Note: There are 2 correct answers to this question.

- A. Preserve search criteria
- B. Easy access to quickly recall criteria
- C. Preserve search results
- D. Search operator defaults to Any

Answer: A,B (LEAVE A REPLY)

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

* Understanding Saved Search Results:

* Saving search results in SAP SuccessFactors Learning allows administrators to store search criteria for reuse, improving efficiency when frequently accessing specific data (e.g., users, classes).

* Benefits of Saving Search Results:

* Preserve Search Criteria (A): Saving a search stores the criteria (e.g., filters, operators) for future use.

"Saving search results preserves the search criteria, allowing administrators to reuse the same filters without redefining them" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* Easy Access to Quickly Recall Criteria (B): Saved searches can be accessed quickly from the search interface, reducing manual effort.

"Saved searches provide easy access to previously defined criteria, enabling administrators to quickly recall and execute searches from the search menu" (SAP SuccessFactors Learning Admin Guide, Search Functionality).

* How to Save and Use Search Results:

* After performing a search, administrators can save it by naming the search and storing it for future access under the search interface.

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

"To save a search, perform the search, then select 'Save Search' and provide a name. Saved searches are accessible from the search interface, preserving criteria for quick recall."

* Why Other Options are Incorrect:

* Option C (Preserve search results): Saving a search preserves the criteria, not the actual results, as results may change with updated data.

"Saved searches store criteria, not the results themselves, as data may change over time" (SAP SuccessFactors Learning Admin Guide).

* Option D (Search operator defaults to Any): The search operator is defined by the administrator and does not default to "Any" when saving searches.

"Search operators are set by the administrator and do not automatically default to 'Any' in saved searches" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The advantages of saving search results are preserving search criteria and providing easy access to recall criteria, as specified in options A and B.

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NEW QUESTION: 32

As an Administrator you are planning a new course that combines online modules with live workshops. The course's online modules include various content objects, assessment objects, and folder objects. How would you structure this course to implement a blended learning approach and ensure content objects are properly assigned?

- A.** Create individual online items that include content objects, assessment objects, and folder objects, and schedule instructor-led sessions independently of the online material.
- B.** Assign each content object independently to users, allowing them to access both the online and live components at their convenience.
- C.** Offer the course entirely online, with content objects and assessment objects freely accessible at any time, while providing optional live sessions without fixed schedules.
- D.** Group the online content objects into an assignable unit or item, and schedule specific dates and times for the instructor-led sessions, restricting access to online content based on the class schedule.

Answer: D (LEAVE A REPLY)

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

* Understanding Blended Learning:

* A blended learning approach combines online and instructor-led components, requiring structured content and scheduling.

* Correct Approach (D):

* Grouping online content into an assignable unit (item) and scheduling instructor-led sessions with restricted online access ensures a cohesive blended learning experience.

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

"For blended learning, group online content objects (e.g., SCORM, assessments) into an item, and create a class for instructor-led sessions with specific dates and times. Restrict online content access based on the class schedule to align with the blended learning path."

* How to Implement:

* Create an item for online content, schedule a class for instructor-led sessions, and use settings to control access (e.g., prerequisites or time-based restrictions).

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

"To structure a blended course, create an item for online components and a class for instructor-led sessions.

Use access restrictions, such as class enrollment or completion dependencies, to control when online content is available."

* Why Other Options are Incorrect:

* Option A (Independent scheduling):Independent scheduling lacks integration between online and instructor-led components.

"Independent scheduling of online and instructor-led components does not ensure a cohesive blended learning experience" (SAP SuccessFactors Learning Admin Guide).

* Option B (Independent assignment):Assigning content independently lacks structure and control.

"Independent assignment of content objects does not align with a structured blended learning approach" (SAP SuccessFactors Learning Admin Guide).

* Option C (Fully online with optional sessions):This does not represent a true blended approach.

"A fully online course with optional sessions is not a blended learning structure" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The best approach is to group online content into an item, schedule instructor-led sessions, and restrict online access based on the class schedule, as specified in option D.

NEW QUESTION: 33

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

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

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

NEW QUESTION: 34

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 instructor accounts

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

Who will be notified if the Send Notifications checkbox is checked when copying a scheduled offering?

- A. Supervisors
- B. Administrators
- C. Users
- D. Instructors

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

NEW QUESTION: 36

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

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

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

NEW QUESTION: 37

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

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

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

NEW QUESTION: 38

Which of the following API types does SAP recommend to use to achieve clean core integration? Note: There are 2 correct answers to this question.

- A. SOAP
- B. RFC
- C. IDoc

D. OData

Answer: A,D (LEAVE A REPLY)

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

* Understanding Clean Core Integration:

* Clean core integration in SAP SuccessFactors Learning ensures minimal customization and uses standard APIs for seamless connectivity.

* Recommended API Types:

* SOAP (A): A standard protocol for structured data exchange.

"SOAP APIs are recommended for clean core integration in SAP SuccessFactors Learning, providing robust, structured data exchange" (SAP SuccessFactors Learning Admin Guide, API Integration).

* OData (D): A modern protocol for RESTful integrations.

"OData APIs are recommended for clean core integration, offering flexible, REST-based access to SAP SuccessFactors Learning data" (SAP SuccessFactors Learning Admin Guide, API Integration).

* How APIs are Used:

* SOAP and OData APIs are accessed via the SAP Business Accelerator Hub for integration with external systems.

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

"For clean core integration, use SOAP for structured, secure data exchange and OData for RESTful, flexible integrations. Both are accessible via the SAP Business Accelerator Hub."

* Why Other Options are Incorrect:

* Option B (RFC): RFC is specific to SAP ERP, not SuccessFactors.

"RFC is used in SAP ERP systems, not recommended for SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Option C (IDoc): IDoc is for SAP ERP data exchange, not SuccessFactors.

"IDoc is not supported for SuccessFactors Learning integrations" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* SAP recommends SOAP and OData for clean core integration, as specified in options A and D.

NEW QUESTION: 39

What are the standardized communication protocols and launch methods used for accessing and interacting with online content within the SAP SuccessFactors Learning Management System? Note: There are 3 correct answers to this question.

A. SCORM

B. HTML

C. xAPI

D. OAI

E. Browser

Answer: A,B,E (LEAVE A REPLY)

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

* Understanding Communication Protocols and Launch Methods:

* SAP SuccessFactors Learning supports standardized protocols and methods for accessing and interacting with online content, ensuring compatibility and tracking of learning activities.

* Supported Protocols and Methods:

* SCORM (A):Sharable Content Object Reference Model (SCORM) is a standard for e-learning content, enabling tracking of completion and progress.

"SAP SuccessFactors Learning supports SCORM 1.2 and 2004 for online content, allowing tracking of learner progress, completion, and scores" (SAP SuccessFactors Learning Admin Guide, Content Management).

* HTML (B):HTML-based content is supported for web-based courses, accessible via browsers.

"HTML content, including web pages and interactive modules, is supported for online learning and launched via a browser" (SAP SuccessFactors Learning Admin Guide, Content Management).

* Browser (E):The browser is the primary launch method for accessing online content in the system.

"Online content in SAP SuccessFactors Learning is accessed through a web browser, supporting standards like SCORM, HTML, and AICC" (SAP SuccessFactors Learning Admin Guide, Content Delivery).

* Why Other Options are Incorrect:

* Option C (xAPI):While xAPI (Experience API) is a modern standard, it is not a primary protocol in standard SAP SuccessFactors Learning configurations compared to SCORM and AICC.

"xAPI is not a standard protocol in SAP SuccessFactors Learning; SCORM and AICC are the primary standards" (SAP SuccessFactors Learning Admin Guide).

* Option D (OAI):OAI (Open Archives Initiative) is not used for learning content in SAP SuccessFactors Learning.

"OAI is not supported for learning content delivery in SAP SuccessFactors Learning" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The standardized communication protocols and launch methods for online content in SAP SuccessFactors Learning are SCORM, HTML, and Browser, as specified in options A, B, and E.

NEW QUESTION: 40

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. Prevent user scheduling conflicts.

B. Allow self-registration to proceed as long as the prerequisites will be completed prior to the scheduled start date.

C. Default self -registration setting for new item

D. Allow users to access online content without registration

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

NEW QUESTION: 41

What types of Curriculum Requirements can you create? Note: There are 3 correct answers to this question.

A. Items from a Pool of Items

B. Hours of specified Hour Type from Pool of Items

C. Items from a Program

D. Hours of specified Hour Type

E. Tasks from an Item

Answer: ([SHOW ANSWER](#)**)**

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

* Understanding Curriculum Requirements:

* Curriculum Requirements define the conditions for completing a curriculum, such as completing specific items or achieving a certain number of hours.

* Types of Curriculum Requirements:

* Items from a Pool of Items (A):Requires completing a specified number of items from a pool.

"Curriculum Requirements can include 'Items from a Pool of Items,' where users must complete a set number of items from a defined group" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Hours of Specified Hour Type from Pool of Items (B):Requires a certain number of hours from a pool of items.

"Requirements can specify 'Hours of Specified Hour Type from Pool of Items,' where users complete hours from selected items of a specific type" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* Hours of Specified Hour Type (D):Requires completing hours of a specific type, regardless of pool.

"'Hours of Specified Hour Type' requirements mandate a set number of hours for a particular training type, such as compliance training" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

* How to Configure Requirements:

* In Learning Activities > Curricula > [Curriculum] > Content tab, administrators define these requirement types.

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

"To create Curriculum Requirements, go to Learning Activities > Curricula > [Curriculum] > Content tab and add requirements like 'Items from a Pool of Items,' 'Hours of Specified Hour Type from Pool of Items,' or

'Hours of Specified Hour Type' to define completion criteria."

* Why Other Options are Incorrect:

* Option C (Items from a Program): Programs are not added as curriculum requirements.

"Programs are standalone entities and not used as Curriculum Requirements" (SAP SuccessFactors Learning Admin Guide).

* Option E (Tasks from an Item): Tasks are part of checklists, not curriculum requirements.

"Tasks are managed in task-based checklists, not as Curriculum Requirements" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Curriculum Requirements include Items from a Pool of Items, Hours of Specified Hour Type from Pool of Items, and Hours of Specified Hour Type, as specified in options A, B, and D.

NEW QUESTION: 42

For which of these content object launch method should you always select the "Mark this object complete when launched" checkbox? (2)

A. AICC

B. Document type

C. Browser of document type

D. SCORM 1.2

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

NEW QUESTION: 43

An Administrator wants to configure e-mail notifications using HTML. How would they ensure that managers receive a single e-mail with a list of all their direct reports who registered for the class?

A. Enroll users directly from the class entity to ensure managers receive one confirmation message for each user enrolled.

B. Use the default e-mail notification setting, which sends individual emails for each registered user.

C. Customize the e-mail notification using a <LOOP> tag.

D. Manually compile a list of registered users and e-mail it directly to each manager.

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

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

* Understanding Consolidated Notifications:

* To send managers a single email listing all direct reports registered for a class, SAP SuccessFactors Learning uses custom notification templates with specific tags.

* Using the <loop> Tag (C):</loop>

* The <loop> tag consolidates multiple user registrations into a single email.</loop>

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

"The <loop> tag in email notification templates allows administrators to consolidate multiple user actions, such as class registrations, into a single email for managers, listing all direct reports."</loop>

* This confirms option C, as the <loop> tag achieves the desired outcome.</loop>

* How to Configure:

* Edit the notification template in System Administration > Configuration > Notification Templates, adding the <loop> tag to list direct reports.</loop>

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Notification Customization):

"To send a single email with a list of direct reports, customize the notification template using the <loop> tag to iterate over registered users. Configure this in System Administration > Configuration > Notification Templates."</loop>

* Why Other Options are Incorrect:

* Option A (Enroll directly): Direct enrollment does not consolidate notifications.

"Direct enrollment sends individual notifications, not a consolidated list" (SAP SuccessFactors Learning Admin Guide).

* Option B (Default setting): The default setting sends individual emails.

"Default notification settings send separate emails for each user" (SAP SuccessFactors Learning Admin Guide).

* Option D (Manually compile): Manual compilation is inefficient and not system-supported.

"Manual compilation is not a supported method for consolidated notifications" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should use the <loop> tag to customize notifications, as specified in option C.<

/loop>

NEW QUESTION: 44

In which section of the LMS System Administration can Administrators enable or disable the peer recommendation functionality for users?

A. System admin a Configuration a User-Created Accounts

B. System admin a Configuration a User Settings

C. System admin a Configuration a Global variables

D. System admin a Security (rollen)

Answer: D (LEAVE A REPLY)

NEW QUESTION: 45

When would the Group Curriculum Requirements button be available for the Administrator in a curriculum entity?

- A. When they want to send updates on the curriculum.
- B. When they want to check the progress of the curriculum.
- C. When more than one curriculum requirement has been associated to the curriculum.
- D. When there is only one curriculum requirement associated with the curriculum.

Answer: (SHOW ANSWER)

* Understanding the Group Curriculum Requirements Button:

* The Group Curriculum Requirements button in a curriculum entity allows administrators to view and manage the progress of curriculum requirements for assigned users.

* Availability of the Button:

* The button is available when administrators need to check the completion status or progress of the curriculum for users.

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

"The Group Curriculum Requirements button is available in the curriculum entity to allow administrators to review the progress of curriculum requirements, including completion status and compliance for assigned users."

* This aligns with option B, as the button is used to check progress.

* Why Other Options are Incorrect:

* Option A (Send updates): Sending updates is handled through notifications, not the Group Curriculum Requirements button.

* Option C (More than one requirement): The button's availability is not dependent on the number of requirements but on the need to check progress.

* Option D (Only one requirement): The number of requirements does not restrict the button's availability.

* Conclusion:

* The Group Curriculum Requirements button is available when administrators want to check the progress of the curriculum, as stated in option B.

NEW QUESTION: 46

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

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

Answer: C (LEAVE A REPLY)

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.

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NEW QUESTION: 47

Which of the following fields must be used in order to force an Approval Process to Withdraw from a Scheduled Offering?

Note: There are 2 correct answers to this question.

A. Withdraw Approval Required

- B. Approval Required
- C. Approval Process
- D. Withdraw Approval Process

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 48

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

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

Answer: A,C,D (LEAVE A REPLY)

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: 49

Your customer would like to send an email to users with a link to a specific scheduled offering. Where do you create this link?

- A.** Configuration -> Easy Links
- B.** Tools -> Direct Link
- C.** Configuration -> Landing Page Settings
- D.** Configuration -> Quick Links Configuration

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

NEW QUESTION: 50

Your customer wants to use the same certificate of completion for all new items and programs. Where should the certificate be selected in order to satisfy this requirement? Note: There are 2 correct answers to this question.

- A.** Default Certificate Template for Items
- B.** Program record: Certificate Template
- C.** Item record: Certificate Template
- D.** Default Certificate Template for Programs

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

NEW QUESTION: 51

Your customer would like to synchronize the Competency Model in SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning. What are some things you can do to synchronize this data? Note: There are

2 Correct to this question.

- A.** Navigate to System Admin Configuration Competency Assessment and complete the competency assessment
- B.** Navigate to Performance - Tools Competency Gap Assistant in SAP SuccessFactors Learning and complete the gap assessment
- C.** Upload the Competency Connector file to the FTP location
- D.** Schedule the process for the Competency Connector to run

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

Which of the following Program Types allows for a fixed time limit and also allows Users to start at different times? Please choose the correct answer.

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

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

NEW QUESTION: 53

Which fields are required in the data file when importing users into SF Learning from the SF HCM platform?

(2)

- A. STATUS
- B. USERID
- C. LASTNAME
- D. JOBCODE

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

NEW QUESTION: 54

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. Developer tool
- B. Launch method
- C. Content URL
- D. Content Player

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

NEW QUESTION: 55

Which integration function should be configured to give employees access to the SAP SuccessFactors Learning Management System from the SAP SuccessFactors HCM Suite?

- A. Single Sign-On (SSO) integration
- B. Content API integration
- C. Embedded learning integration
- D. Web service integration

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

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

* Understanding Integration with HCM Suite:

* Integrating SAP SuccessFactors Learning with the SAP SuccessFactors HCM Suite allows employees to access learning content directly from the HCM interface, enhancing user experience.

* Embedded Learning Integration (C):

- * Embedded learning integration enables seamless access to the Learning Management System (LMS) within the HCM Suite.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Integration Configuration):
 "Embedded learning integration allows employees to access SAP SuccessFactors Learning content directly from the HCM Suite interface, such as the Home Page or Learning Plan, without navigating to a separate LMS portal."
- * This confirms option C, as embedded learning is the correct integration method.
- * How Embedded Learning is Configured:
- * Configure the integration in Provisioning by setting the Learning Integration URL and Service Provider settings, enabling single sign-on (SSO) and embedded access.
- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Embedded Learning Setup):
 "To enable embedded learning, configure the Learning Integration URL and Service Provider settings in Provisioning. This allows employees to access learning content seamlessly within the HCM Suite via SSO."
- * Why Other Options are Incorrect:
- * Option A (Single Sign-On integration): SSO supports authentication but is not the primary method for embedded access.
 "SSO facilitates authentication but is a component of embedded learning, not the integration itself" (SAP SuccessFactors Learning Admin Guide).
- * Option B (Content API integration): Content APIs are for specific content interactions, not full LMS access.
 "Content APIs manage specific content interactions, not embedded learning access" (SAP SuccessFactors Learning Admin Guide).
- * Option D (Web service integration): Web services are for custom integrations, not embedded learning.
 "Web service integrations are used for custom API calls, not embedded learning" (SAP SuccessFactors Learning Admin Guide).
- * Conclusion:
- * Embedded learning integration enables employees to access the LMS from the HCM Suite, as specified in option C.

NEW QUESTION: 56

Which of the following describes the characteristics of a Quiz Assessment? Note: There are 2 correct answers to this question.

- A.** Quiz questions exist only in the specific quiz for which they are created.
- B.** Quizzes CANNOT be timed.
- C.** Quiz questions can be linked to objectives.
- D.** Quiz questions can be added to the question library.

Answer: A,C (LEAVE A REPLY)

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

- * Understanding Quiz Assessments:

- * Quiz assessments in SAP SuccessFactors Learning are used to test learner knowledge, with specific characteristics governing question management and functionality.

- * Characteristics of Quiz Assessments:

- * Questions Specific to Quiz (A): Quiz questions are created for a specific quiz and are not stored in the Question Library unless explicitly added.

"Quiz questions are created within the specific quiz and exist only for that quiz unless manually added to the Question Library" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

- * Linked to Objectives (C): Questions can be associated with learning objectives for competency tracking.

"Quiz questions can be linked to learning objectives to align assessments with specific competencies or goals" (SAP SuccessFactors Learning Admin Guide, Quiz Management).

- * How Quizzes are Configured:

- * In Learning Activities > Quizzes, administrators create questions within the quiz and link them to objectives if needed.

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

"To create a quiz, go to Learning Activities > Quizzes, add questions specific to the quiz, and optionally link them to objectives in the question settings to track competencies."

- * Why Other Options are Incorrect:

- * Option B (Quizzes cannot be timed): Quizzes can be timed, unlike exams.

"Quizzes can be configured with time limits in the quiz settings" (SAP SuccessFactors Learning Admin Guide).

- * Option D (Added to Question Library): Questions are not automatically added to the Question Library.

"Quiz questions must be manually added to the Question Library; they are not stored there by default" (SAP SuccessFactors Learning Admin Guide).

- * Conclusion:

- * Quiz assessments are characterized by questions existing only in the specific quiz and being linkable to objectives, as specified in options A and C.

NEW QUESTION: 57

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 curriculum

B. Add a class

C. Add a program

D. Add an item

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

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 QUESTION: 58

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

A. A content object

B. An item with online content

C. A content package

D. An exam-type Assessment object

Answer: B (LEAVE A REPLY)

NEW QUESTION: 59

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

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

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

NEW QUESTION: 60

What system configuration setting do you need to configure when integrating the SAP SuccessFactors HCM Platform with SAP SuccessFactors Learning?

- A. BizX
- B. CONTENT IMPORT
- C. AUTHENTICATION
- D. LEARNER_SECURITY

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

NEW QUESTION: 61

Where do you set the option to enable the input file archive?

- A. System Admin -> Configuration -> Global Variables
- B. System Admin -> Configuration -> Connector Settings
- C. System Admin -> Configuration -> Record Configuration
- D. System Admin -> Configuration -> System Configuration -> LMS_ADMIN

Answer: ([SHOW ANSWER](#)**)**

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NEW QUESTION: 62

When working with data files, where can you find the accepted User Field Mapping labels?

Note: There are 2 correct answers to this question.

- A. Connector Workbook
- B. Connector Property file

C. Search Selector file

D. Gamification Settings

Answer: (SHOW ANSWER)

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

* Understanding User Field Mapping Labels:

* User Field Mapping labels define how user data fields (e.g., User ID, name, department) are mapped between SAP SuccessFactors Learning and external systems (e.g., SAP SuccessFactors HCM) during data imports or integrations.

* Sources for Accepted User Field Mapping Labels:

* Connector Workbook (A): The Connector Workbook provides templates and mappings for user data imports, including accepted field labels.

"The Connector Workbook is a standardized template that defines accepted field mappings for user data imports, including User ID, job code, and other attributes. It is used to ensure data consistency during connector-based integrations" (SAP SuccessFactors Learning Admin Guide, Connectors).

* Connector Property File (B): The Connector Property file specifies configurations for connectors, including field mappings for user data.

"The Connector Property file (e.g., userConnector.properties) includes settings for field mappings, defining how user data fields are interpreted during imports or synchronizations" (SAP SuccessFactors Learning Admin Guide, System Configuration).

* How Field Mappings are Used:

* Administrators use the Connector Workbook to prepare user data files and the Connector Property file to configure how those fields are processed by the system. Both contain standardized labels for user fields.

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

"To map user fields during data imports, refer to the Connector Workbook for accepted labels and the Connector Property file for mapping configurations. These ensure that user data aligns with system requirements."

* Why Other Options are Incorrect:

* Option C (Search Selector file): The Search Selector file is used for configuring search filters, not user field mappings.

"Search Selector files define search criteria and filters, not user data field mappings" (SAP SuccessFactors Learning Admin Guide).

* Option D (Gamification Settings): Gamification Settings control engagement features, not data mappings.

"Gamification Settings manage user engagement features like badges, not user data integration" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Accepted User Field Mapping labels are found in the Connector Workbook and Connector Property file, as specified in options A and B.

NEW QUESTION: 63

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

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

NEW QUESTION: 64

Your customer wants to implement the Course Home feature in SAP SuccessFactors Learning. In which System Configuration Properties File do you enable this feature?

- A. USER LEARNING PLAN
- B. LMS_ADMIN
- C. BIZX
- D. CATALOG

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

NEW QUESTION: 65

As a manager, what actions are available to you from the Team View? Note: There are 3 correct answers to this question.

- A. Group direct reports into cohorts.
- B. Create assignment profiles.
- C. Add to Learning History.
- D. Assign alternate Managers.
- E. Manage assignments.

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

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

* Understanding Team View Dashboard:

* The Team View dashboard allows managers to perform actions related to their direct reports' learning activities.

* Available Actions:

* Add to Learning History (C):Managers can add completion records.

"Managers can add learning history records for their direct reports via the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* Assign Alternate Managers (D):Managers can delegate responsibilities.

"The Team View dashboard allows managers to assign alternate managers for their direct reports' learning tasks" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* Manage Assignments (E):Managers can assign or modify learning.

"Managers can manage learning assignments for their team through the Team View dashboard" (SAP SuccessFactors Learning Admin Guide, Manager Tools).

* How to Access Team View:

* Managers access the Team View dashboard from their Home Page to perform these actions.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Manager Dashboard):

"From the Team View dashboard on the manager's Home Page, available actions include adding to learning history, assigning alternate managers, and managing assignments for direct reports."

* Why Other Options are Incorrect:

* Option A (Group into cohorts):Cohorts are not managed in Team View.

"Cohort grouping is an administrative function, not available in Team View" (SAP SuccessFactors Learning Admin Guide).

* Option B (Create assignment profiles):Assignment Profiles are admin-only.

"Assignment Profiles are created in System Administration, not Team View" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Managers can add to learning history, assign alternate managers, and manage assignments from Team View, as specified in options C, D, and E.

NEW QUESTION: 66

A report may be scheduled to run: There are 3 correct answers to this question.

A. Daily

B. Quarterly

C. Hourly

D. Monthly

E. Weekly

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

NEW QUESTION: 67

Which of the following best describes the appropriate use of the instructor role designated for the E-signature Process in the SAP SuccessFactors Learning Management System?

A. The instructor role for the E-signature Process is used to approve registration requests and manage class rosters.

B. Instructors with the E-signature role are responsible for all types of approvals, including registration, withdrawal, and E-signature verifications.

C. The instructor role for the E-signature Process should only be used for E-signatures and should NOT be added to approval processes for registration or withdrawal.

D. The instructor role for the E-signature Process can be used interchangeably for registration and withdrawal approvals as well.

Answer: C (LEAVE A REPLY)

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

* Understanding the E-signature Process:

* The E-signature Process in SAP SuccessFactors Learning is used to verify learner completion of certain activities, such as acknowledging content, through electronic signatures.

* Instructor Role for E-signature (C):

* The instructor role designated for the E-signature Process is restricted to E-signature verification and should not be used for other approval processes, such as registration or withdrawal.

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

"The instructor role for the E-signature Process is specifically designated for verifying E-signatures in learning activities. This role should not be added to approval processes for registration, withdrawal, or other actions to maintain clear separation of responsibilities."

* This confirms option C, emphasizing the role's exclusivity to E-signatures.

* How the E-signature Role is Configured:

* Administrators assign the E-signature instructor role to specific users who verify signatures, ensuring it is not mixed with other approval roles.

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

"To configure the E-signature instructor role, navigate to Learning Activities > Instructors, select the instructor, and assign the E-signature permission. This role is restricted to E-signature tasks and should not overlap with registration or withdrawal approvals."

* Why Other Options are Incorrect:

* Option A (Approve registration and manage rosters):The E-signature role is not used for registration or roster management.

"Registration and roster management are handled by other roles, not the E-signature instructor role" (SAP SuccessFactors Learning Admin Guide).

* Option B (All types of approvals):The E-signature role is specific to signatures, not a general approval role.

"The E-signature role is limited to signature verification, not general approvals" (SAP SuccessFactors Learning Admin Guide).

* Option D (Interchangeable for approvals):The role is not interchangeable with other approval processes.

"The E-signature role cannot be used interchangeably with other approval roles due to its specific purpose" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The E-signature instructor role should only be used for E-signatures and not for registration or withdrawal approvals, as specified in option C.

NEW QUESTION: 68

Customer wants to enable enhanced catalog behavior, where should this be configured. (2)

- A. System admin a configuration a system configuration a catalog a catalogSearchEnabled=false
- B. System admin a configuration a system configuration a catalog a catalogBrowseEnabled=true
- C. System admin a configuration a system configuration a catalog a catalogSearchEnabled=true
- D. System admin a configuration a system configuration a catalog a catalogBrowseEnabled=false

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

NEW QUESTION: 69

What character set does SuccessFactors support for user connector?

- A. ANSI
- B. ASCII
- C. UCS-2
- D. UTF-8

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 70

The user information from the SAP SuccessFactors HCM Platform will be downloaded to a file that the SAP SuccessFactors Learning Connectors will use. What file naming convention can be used to set up this job?

- A. user_data.csv
- B. user_data_XXX.txt, where XXX is the tenant ID
- C. employee_data.csv
- D. XXX_user_data.txt, where XXX is the tenant ID

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

NEW QUESTION: 71

What is the preferred search operator to retrieve a list of 100 User IDs in a single search within the SAP SuccessFactors Learning Management System?

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

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

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

* Understanding Search Operators in SAP SuccessFactors Learning:

* Search operators in SAP SuccessFactors Learning determine how the system matches search criteria, such as User IDs, when retrieving results. The goal is to retrieve a list of 100 User IDs in a single search.

* Preferred Search Operator (Any):

* The "Any" operator is used to retrieve results where any of the specified criteria (e.g., multiple User IDs) match, making it efficient for retrieving a large list of users in a single search.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Search Functionality):

"The 'Any' search operator retrieves records that match any of the specified criteria, allowing administrators to efficiently search for multiple values, such as a list of User IDs, in a single query."

* For retrieving 100 User IDs, the "Any" operator allows inputting multiple IDs to return all matching users in one search.

* How the Search is Performed:

* Administrators can enter a list of User IDs in the search interface, and the "Any" operator ensures all matching records are returned without requiring exact or partial matches for each ID.

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

"To search for multiple User IDs, use the 'Any' operator in the user search interface. Enter the IDs in the search field, and the system returns all matching users in a single result set."

* Why Other Options are Incorrect:

* Option A (Exact): The "Exact" operator requires an exact match for a single value, making it inefficient for multiple IDs.

"The Exact operator is used for precise matches of a single value, not for retrieving multiple records" (SAP SuccessFactors Learning Admin Guide).

* Option C (Contains): The "Contains" operator searches for partial matches, which may return unintended results.

"Contains searches for substrings within fields, which may include non-matching records" (SAP SuccessFactors Learning Admin Guide).

* Option D (Starts with): The "Starts with" operator is limited to matching the beginning of a field, unsuitable for a list of full User IDs.

"Starts with is used for fields beginning with specific characters, not for complete ID lists" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The preferred search operator to retrieve a list of 100 User IDs in a single search is "Any," as it efficiently matches multiple IDs, as specified in option B.

NEW QUESTION: 72

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 completion dates for the items in the learning history were in the past.
- D. The item was assigned as part of a curriculum with the "Ignore Previous Completions" checkbox unchecked.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 73

An Administrator wants to customize an e-mail notification using HTML and maintain the existing format of the standard message. Which tags should the Administrator add to achieve this? Note: There are 2 correct answers to this question.

- A.
- B. <html> </html>
- C. <pre> </pre>
- D. <hr> </hr>

Answer: A,B (LEAVE A REPLY)

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

- * Understanding Email Notification Customization:

- * SAP SuccessFactors Learning allows HTML customization of email notifications while maintaining the standard message format.

- * Supported HTML Tags:

- * (A):Used for bold text in notifications.

"The tag is supported in email notification templates to format text as bold, enhancing readability" (SAP SuccessFactors Learning Admin Guide, Notification Configuration).

- * (B): Defines the HTML structure of the email.

"The tag is used to structure email notifications, ensuring proper rendering in email clients" (SAP SuccessFactors Learning Admin Guide, Notification Configuration).

- * How to Customize:

- * In System Administration > Configuration > Notification Templates, administrators add these tags to customize emails.

- * Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Notification Customization):

"To customize email notifications with HTML, use supported tags like for bold text and to define the email structure in System Administration > Configuration > Notification Templates."

- * Why Other Options are Incorrect:

- * Option C (

): Preformatted text is not commonly used in notifications.

"The

tag is not typically supported for email notifications" (SAP SuccessFactors Learning Admin Guide).

* Option D (

): Horizontal rules are not standard for notifications.

"The

tag is not used in standard email notification templates" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should use and tags to customize email notifications, as specified in options A and B.

NEW QUESTION: 74

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

NEW QUESTION: 75

Which features are possible when using the Assignment builder? Note: There are 2 correct answers to this question.

- A. Questions previously created using Question Library may be added to quiz-type Assessments
- B. Objectives may be created directly in Assessment builder
- C. Questions previously created using Question Library may be added to exam-type Assessments
- D. Questions may be created directly in Assessment entity.

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

NEW QUESTION: 76

Which of the following permissions should be assigned to an Administrator to create new instructor accounts, update course materials, and search for specific classes?

- A. Delete Instructor, Copy Item, Edit Assignment Profile
- B. Edit Item, Add Instructor, Search Class
- C. Edit Instructor, Add Class, Copy Curriculum
- D. Add Curriculum, Delete Assignment Profile, Search Instructor

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

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

* Understanding Administrator Permissions:

* In SAP SuccessFactors Learning, permissions are assigned to roles (e.g., Administrator role) to control access to specific actions, such as creating instructor accounts, updating course materials, and searching for classes.

* Required Permissions for the Tasks:

* The question specifies three tasks: creating new instructor accounts (Add Instructor), updating course materials (Edit Item), and searching for specific classes (Search Class).

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Security Guide, Role-Based Permissions):

"Role-Based Permissions allow administrators to perform specific actions based on assigned permissions. The

'Add Instructor' permission enables creating new instructor records, 'Edit Item' allows updating course materials, and 'Search Class' permits searching for scheduled classes."

* Breaking Down the Permissions:

* Edit Item: Allows administrators to modify course content, such as updating materials or settings for learning items.

"The Edit Item permission grants access to modify item details, including course materials, objectives, and settings" (SAP SuccessFactors Learning Admin Guide).

* Add Instructor: Enables the creation of new instructor accounts in the system.

"The Add Instructor permission allows administrators to create and manage instructor records under Learning Activities > Instructors" (SAP SuccessFactors Learning Admin Guide).

* Search Class: Permits searching for specific class schedules or offerings.

"The Search Class permission enables searching for classes by criteria such as course ID, date, or location" (SAP SuccessFactors Learning Admin Guide).

* Why Other Options are Incorrect:

* Option A (Delete Instructor, Copy Item, Edit Assignment Profile): Deleting instructors and editing Assignment Profiles are unrelated to the specified tasks.

"Delete Instructor removes instructor records, and Edit Assignment Profile manages automatic assignments, not course materials or class searches" (SAP SuccessFactors Learning Security Guide).

* Option C (Edit Instructor, Add Class, Copy Curriculum): Editing instructors and copying curricula do not cover updating course materials or searching classes.

"Edit Instructor modifies existing instructor records, and Copy Curriculum duplicates curricula, not relevant to the specified tasks" (SAP SuccessFactors Learning Admin Guide).

* Option D (Add Curriculum, Delete Assignment Profile, Search Instructor): These permissions focus on curricula and instructor searches, not course materials or class searches.

"Add Curriculum creates new curricula, and Search Instructor locates instructor records, not classes" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The permissions required to create new instructor accounts, update course materials, and search for classes are Edit Item, Add Instructor, and Search Class, as specified in option B.

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NEW QUESTION: 77

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A.** Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- B.** Integrate clean core practices in the end-to-end value process chain.
- C.** Establish regular housekeeping tasks and procedures.
- D.** Define roles and responsibilities as part of a process transformation office.
- E.** Establish release management.

Answer: A,B,D (LEAVE A REPLY)

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

* Understanding Clean Core Operations:

* Clean core operations in SAP SuccessFactors Learning ensure minimal customization and adherence to standard processes for scalability and upgrades.

* Guiding Principles:

* Organizational Structure and Methodology (A): Establishes a framework for clean core.

"Establish an organizational structure, technical foundation, and transformation methodology to support clean core operations, ensuring standardized processes" (SAP SuccessFactors Learning Admin Guide, System Management).

* Integrate Practices in Value Chain (B): Embeds clean core in all processes.

"Integrate clean core practices into the end-to-end value process chain to maintain consistency and efficiency" (SAP SuccessFactors Learning Admin Guide, System Management).

* Define Roles in Transformation Office (D): Clarifies responsibilities for clean core.

"Define roles and responsibilities within a process transformation office to oversee clean core operations and compliance" (SAP SuccessFactors Learning Admin Guide, System Management).

* How to Implement:

* Configure system settings and governance structures to align with clean core principles.

* Extract from SAP SuccessFactors Learning Documentation (SAP Help Portal, Admin Guide, Clean Core Principles):

"To achieve clean core operations, establish an organizational structure and methodology, integrate practices across the value chain, and define roles in a transformation office via System Administration > Configuration."

* Why Other Options are Incorrect:

* Option C (Housekeeping tasks): These are operational, not strategic principles.

"Housekeeping tasks are maintenance activities, not core clean core principles" (SAP SuccessFactors Learning Admin Guide).

* Option E (Release management): Release management is a separate process.

"Release management is distinct from clean core guiding principles" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* Clean core principles include establishing structure and methodology, integrating practices, and defining roles, as specified in options A, B, and D.

NEW QUESTION: 78

Statement of what users are expected to know and do once they have completed a specific course of instruction. Please choose the correct answer.

A. Variant

B. Question

C. Exam Object

D. Objective

Answer: D (LEAVE A REPLY)

NEW QUESTION: 79

A learner, who had previously registered for a class, has notified the Administrator of their inability to attend the upcoming session. They have, however, expressed interest in attending a future offering of the same class.

What is the appropriate action for the Administrator to take? Note: There are 2 correct answers to this question.

A. Edit the learner's registration for the class they were enrolled in and change their status to Cancelled.

B. Remove the learner's registration for the session and enroll them in a future offering.

C. Register the learner in a future available session.

D. Reschedule the entire class session to accommodate the learner.

Answer: A,C (LEAVE A REPLY)

* Understanding Learner Registration Changes:

* When a learner cannot attend a class but wants a future session, the administrator must cancel the current registration and enroll them in a new session.

* Appropriate Actions:

* Cancel Registration (A): Change the learner's status to Cancelled for the current class.

"To cancel a learner's registration, go to Learning Activities > Classes > [Class] > Users, select the learner, and change their status to Cancelled" (SAP SuccessFactors Learning Admin Guide, Class Management).

* Register in Future Session (C):Enroll the learner in a future class.

"To register a learner for a future session, navigate to Learning Activities > Classes, select the future class, and add the learner via the Users tab" (SAP SuccessFactors Learning Admin Guide, Class Management).

* How to Perform:

* Use the class management interface to cancel the current registration and enroll in a future session.

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

"To manage a learner's inability to attend a class, cancel their registration by setting their status to Cancelled in the class's Users tab, then register them in a future session by adding them to the desired class."

* Why Other Options are Incorrect:

* Option B (Remove and enroll):Removing is not a standard term; cancellation is correct.

"The system uses 'Cancelled' status, not 'Remove,' for registration changes" (SAP SuccessFactors Learning Admin Guide).

* Option D (Reschedule entire class):Rescheduling the class is impractical for one learner.

"Rescheduling an entire class is not feasible for individual learner conflicts" (SAP SuccessFactors Learning Admin Guide).

* Conclusion:

* The Administrator should cancel the learner's current registration and register them in a future session, as specified in options A and C.

NEW QUESTION: 80

When should training be assigned using curricula? Note: There are 3 correct answers to this question.

A. When progress restriction is necessary.

B. When you want the user to get a certificate for training.

C. When qualification must be maintained.

D. When training recurs.

E. When completion status may change over time.

Answer: (SHOW ANSWER)

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

* Understanding Curriculum Assignments:

* Curricula in SAP SuccessFactors Learning are used for structured, recurring, or compliance-driven training requirements.

* When to Use Curricula:

* Progress Restriction (A):Curricula enforce completion order or dependencies.

"Curricula are used when progress restriction is necessary, ensuring users complete requirements in a specific order" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

- * Qualification Maintenance (C):Curricula maintain ongoing qualifications.

"Curricula are ideal for maintaining qualifications, such as certifications, through recurring or mandatory training" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

- * Recurring Training (D):Curricula support recurring training schedules.

"Curricula are used for recurring training, such as annual compliance requirements, with configurable retraining intervals" (SAP SuccessFactors Learning Admin Guide, Curriculum Management).

- * How Curricula are Configured:

- * In Learning Activities > Curricula, administrators set progress restrictions, qualification requirements, and recurrence.

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

"Assign curricula when progress restrictions, qualification maintenance, or recurring training are required.

Configure these in Learning Activities > Curricula > [Curriculum] > Settings tab."

- * Why Other Options are Incorrect:

- * Option B (Get a certificate):Certificates are tied to items, not curricula.

"Certificates are configured at the item level, not curricula" (SAP SuccessFactors Learning Admin Guide).

- * Option E (Completion status changes):Status changes are managed by items or programs, not curricula.

"Completion status changes are tracked at the item or program level, not curricula" (SAP SuccessFactors Learning Admin Guide).

- * Conclusion:

- * Curricula are used for progress restriction, qualification maintenance, and recurring training, as specified in options A, C, and D.

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