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**Exam** : **C\_THR88\_1702**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
Learning Management  
Q1/2017

**Vendor** : SAP

**Version** : DEMO

**NO.1** Which fields are required in the data file when importing users into SuccessFactors Learning from SuccessFactors HCM?

There are 2 correct answers to this question.

Response:

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

**Answer:** A,B

**NO.2** What should be considered when associating a pre exam or post exam with a learning item? Please choose the correct answer.

Response:

- A. The exam results are shown in the learning evaluation report from only the post exam.
- B. The exam is delivered to users via email, so only participants with a valid email can participate
- C. The exam object must first be associated with the item as content before it can be selected as a pretest or Post-test.
- D. The exam object can be attached to the item once and used as both the pre-test and post-test.

**Answer:** C

**NO.3** 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?

Please choose the correct answer.

Response:

- A. Access the users menu and upload the attachment using the Learning Event editor.
- B. Access the Item record and upload the attachment using the Documents tab
- C. Access the System admin menu and upload the attachment using the Attachments Utilization tool.
- D. Access the Content menu and upload the attachment using the Documents tab.

**Answer:** A

**NO.4** Your customer would like to update user accounts in SuccessFactors Learning with a new supervisor hierarchy. What field in the user connector allows you to add and update the employee's primary supervisor?

Please choose the correct answer.

Response:

- A. REMOVE\_ALT\_SUPER1
- B. STUD\_ID
- C. ALT\_SUPER1
- D. SUPER

**Answer:** D

**NO.5** Your customer has two users who both work in the same support department and have access to the same Learning catalog.

What Success Factors Learning function is available to non-hierarchically related users to suggest

training to another individual?

Please choose the correct answer.

Response:

- A. User Needs Management
- B. Request Schedule
- C. Recommend
- D. Assign to me

**Answer:** C

**NO.6** How can suggestions be made to a user to complete optional courses?

There are 2 correct answers to this question.

Response:

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

**Answer:** A,C

**NO.7** Your customer wants to enable employees to create their own accounts in SuccessFactors Learning.

Where do administrators define the settings for the mandatory and optional fields displayed to the employee?

Please choose the correct answer.

Response:

- A. In System Configuration/LMS\_ADMIN
- B. In User-Created Account
- C. In Record Configuration
- D. In search selectors

**Answer:** B

**NO.8** The SuccessFactors Learning system can allow supervisors to assign a user in the system to act as a supervisor for all of their subordinates. How would you enable this option for a supervisor?

There are 2 correct answers to this question.

Response:

- A. Select Manage Alternate Supervisors for the acting supervisor in the user record.
- B. Select an alternate job code for the acting supervisor in the user record.
- C. Select Allow Supervisors to Delegate Selected Permissions in the global variables
- D. Select Allow Supervisors to Delegate Predefined Permissions in the global variables.

**Answer:** C,D