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NEW QUESTION: 1

In order to complete a curriculum, your customer wants employees to have a specific number of training hours from several specific courses. What curriculum requirement type must be used when creating the curriculum requirement?

- A. #Hours of Specified Hour Type from a Pool of Items
- B. #Items from Pool of Items
- C. #Hours of Specified Hour Type - Contact Hours
- D. #Hours of Specified Hour Type - Credit Hours

Answer: A (LEAVE A REPLY)

NEW QUESTION: 2

Your customer wants to update the instructional text on the user login panel and the user new account panel. How do you update this text? There are 2 correct answers to this question.

- A. Update the wording in the text displayed to users.
- B. Update the text for the user and admin login panels in adjacent edit fields.
- C. Update the text by using labels.
- D. Update the text appearance using HTML.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 3

What are the advantages of using the internally-configured (productized) AICC wrapper in SuccessFactors Learning?

Note: There are 2 correct answers to this question.

- A. The wrapper marks the content object complete for a user when a certain amount of time is spent in the content
- B. The wrapper publishes the content at AICC-compliant standards.
- C. The wrapper presents websites and documents to the user that are only marked complete when the user accepts an acknowledgement.
- D. The wrapper displays the message and action buttons that can be localized so that users see them in their preferred language

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

NEW QUESTION: 4

A customer has a curriculum containing a safety course that users must retrain on every year. Users can access secured areas only while their curriculum status is complete. The users may take a safety exam instead of the course. If the user fails either the exam or the safety course, they must not be allowed into the secured area. What needs to be set up in the LMS in order for this to work properly? Note:

There are 3 correct answers to this question.

- A. The Force Credit checkbox must be checked
- B. The Force Incomplete setting on the curriculum must be set to "Yes"
- C. The safety course must be set up as a substitute for the exam item and the For-Credit completion status of "complete" must be selected
- D. The exam item must be set up as a substitute for the safety course and the For-Credit completion status of "substituted" must be selected
- E. The exam item must be set up as a substitute for the safety course and the Not-for-Credit completion status must be selected

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

NEW QUESTION: 5

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

- A. Make individual questions active or inactive
- B. Determine the number of answers in each question
- C. Add objectives to quiz questions
- D. Create quiz questions to be used in multiple quizzes
- E. Create multiple variants of the same question

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

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

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

NEW QUESTION: 7

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

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

NEW QUESTION: 8

The most effective question type to use in a questionnaire survey in order to obtain quantitative results is: Please choose the correct answer.

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

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

NEW QUESTION: 9

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

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

- A. Custom Tile with a Link
- B. Direct Link Tool
- C. Quick Link Configuration

D. A Recommended Collection

E. Easy Links

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

NEW QUESTION: 11

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

A. Any

B. Starts with

C. Exact

D. Contains

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

NEW QUESTION: 12

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 display to the employee?

A. In Record Configuration

B. In System Configuration/LMS_ADMIN

C. In User-Created Account

D. In Search Selectors

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

NEW QUESTION: 13

A customer wants to create a program that has a fixed time limit and allows users to start at different times. This program will include required instructor-led items and permits the user to select their choice of scheduled offerings from their catalog. What type of program does this customer need to create to meet these requirements?

A. Scheduled

B. Open Ended

C. Duration Based

D. Closed Program

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

NEW QUESTION: 14

How can you set up SuccessFactors Learning to automatically assign training to users?

Note: There are 2 correct answers to this question.

A. 1. Create a curriculum

2. Create a curriculum requirement

3. Add the requirement to the curriculum

4. Add learning events to the user records

B. 1. Create a program

2. Add the item to the program

3. Add the program to an assignment profile

4. Propagate the assignment profile

C. 1. Create an item

2. Create an assignment profile

3. Add item to the assignment profile

4. Propagate the assignment profile

D. 1. Create an item

2. Create a job code

3. Add the item to the job code

4. Add the job code to the user records

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Which fields are required in the data file when importing users into SAP SuccessFactors Learning from the SAP SuccessFactors HCM Platform?

Note: There are 2 correct answers to this question.

A. NOTACTIVE (Status)

B. STUD_ID (User ID)

C. LNAME (Last name)

D. JP_ID (Job code)

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

NEW QUESTION: 16

A customer has a curriculum containing a safety course that users must retrain on every year. Users can access secured areas only while their curriculum status is complete. The users may take a safety exam instead of the course. If the user fails either the exam or the safety course, they must not be allowed into the secured area.

What needs to be set up in the LMS in order for this to work properly? Note: There are 3 correct answers to this question.

A. The Force Credit checkbox must be checked

B. The safety course must be set up as a substitute for the exam item and the For-Credit completion status of "complete" must be selected

C. The exam item must be set up as a substitute for the safety course and the For-Credit completion status of "substituted" must be selected

D. The Force Incomplete setting on the curriculum must be set to "Yes"

E. The exam item must be set up as a substitute for the safety course and the Not-for-Credit completion status must be selected

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

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NEW QUESTION: 17

What character encoding does SAP SuccessFactors support for the user connector?

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 18

Your customer's legal department has a new training course they would like to assign to a target group of users. The target group of users is dynamic and changes frequently. What do you use to automate the assignment of this new course?

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 19

What should be considered when associating a pre exam or post exam with a learning item?

- A. The exam-type Assessment object can be attached to the item once and used as both the Pre-Test and the Post-Test
- B. The exam is delivered to users via e-mail so only participants with a valid e-mail can participate
- C. The exam results are shown in the Learning Evaluation Report from only the post exam
- D. The exam-type Assessment object must first be associated with the item as content before it can be selected as a Pre-Test or Post-Test

Answer: C (LEAVE A REPLY)

NEW QUESTION: 20

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 21

What do you set when attaching an AICC-wrapped content object to an online item with multiple content objects?

- A. Record learning event when content failed
- B. Mark this object complete when launched
- C. Record learning event when all content is complete
- D. Mastery Score

Answer: C (LEAVE A REPLY)

NEW QUESTION: 22

A SuccessFactors Learning customer requires an approval process to be completed successfully whenever users record completion of an existing item for themselves where can this be configured?

Note: There are 2

correct answers to this question.

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

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 23

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

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

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

NEW QUESTION: 24

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. LEARNER_SECURITY
- D. AUTHENTICATION

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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: ([SHOW ANSWER](#))

NEW QUESTION: 26

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

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

NEW QUESTION: 27

How does a customer manage an administrator's ability to configure custom columns? There are 2 correct answers to this question.

- A. Enable workflows for entities in user management and learning management categories to provide access to custom columns.
- B. Assign the ALL role to the Administrator's admin ID.
- C. Enable workflows for custom columns for entities in the system administration category.
- D. Define the record configuration for entities to enable custom columns.

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

NEW QUESTION: 28

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

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

NEW QUESTION: 29

What type of job do you need to set up in provisioning to synchronize competency data from the SAP SuccessFactors HCM Platform to SAP SuccessFactors Learning?

- A. Synchronize Business Configuration
- B. Export
- C. Import
- D. Sync Position Model with Employee Data

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

NEW QUESTION: 30

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. Choose an alternate job code 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. Select Manage Alternate Supervisors for the acting supervisor in the user record

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

NEW QUESTION: 31

What types of workflows are related to performance management in SuccessFactors Learning (LMS)?

Please choose the correct answer.

- A. Recruiting Management
- B. Competencies
- C. Social Learning

D. Goal Planning

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 32

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

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

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

NEW QUESTION: 33

Which of the following Automatic Process Modules (APMs) can generate notifications to users about upcoming responsibilities?

Note: There are 3 correct answers to this question.

- A. Learning Expiration APM
- B. Learning Plan Notification APM
- C. Item Scheduling Demand APM
- D. Scheduled Offering Delivery APM
- E. Reset Online Item APM

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

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

Please choose the correct answer.

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

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

NEW QUESTION: 35

What is the maximum number of sections that can be added to a Program?

- A. 100
- B. 200
- C. 6
- D. 30

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

NEW QUESTION: 36

The_____record is an item scheduled for a date and time and manages user registration.

Please choose the correct answer.

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

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

NEW QUESTION: 37

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. Exam Object
- B. Question
- C. Variant
- D. Objective

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

NEW QUESTION: 38

Which workflows may be assigned to an Instructor role? Note: There are 3 correct answers to this question.

- A. Assign Item To User
- B. Access Learning Calendar
- C. Print Roster
- D. Access Scheduled Offerings
- E. Add Walk ins

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

NEW QUESTION: 39

How can you make suggestions to a user about optional learning that the user might choose to self-assign? Note: There are 3 Correct to this question.

- A. Assignment Profile Recommended Items
- B. Personalized Learning Recommendations
- C. Manager assigned Item
- D. Peer-to-Peer Recommendation
- E. Direct Item Assignment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

What should be considered when associating a pre exam or post exam with a learning item?

- A. The exam-type Assessment object can be attached to the item once and used as both the Pre-Test and the Post-Test
- B. The exam is delivered to users via e-mail so only participants with a valid e-mail can participate
- C. The exam-type Assessment object must first be associated with the item as content before it can be selected as a Pre-Test or Post-Test
- D. The exam results are shown in the Learning Evaluation Report from only the post exam

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

NEW QUESTION: 41

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

What is the maximum number of sections that can be added to a Program?

- A. 6
- B. 30
- C. 200
- D. 100

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

A customer wants only users in Australia to be able to self-register for a specific scheduled offering. What must be set up to meet this requireme Note: There are 2 correct answers to this question.

- A. The Australia catalog is pushed to users using an assignment profile
- B. The item and the offering are in the Australia domain
- C. The item and the scheduled offering are in the Australia catalog
- D. The Australia catalog is in the Australia domain

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

NEW QUESTION: 44

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

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

NEW QUESTION: 45

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

Your customer decides to map user record data to a custom column in SuccessFactors Learning. In which configuration file do you update the data source mappings in SuccessFactros Learning?

- A. LMS_AMIN
- B. ENITYJMPOR
- C. CONTENT_IMPORT
- D. CONNECTORS

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

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NEW QUESTION: 47

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

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

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

NEW QUESTION: 48

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

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

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

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

NEW QUESTION: 49

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. LMS ADMIN
- B. ENTITYJMPOR
- C. CONTENT IMPORT
- D. CONNECTORS

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

NEW QUESTION: 50

Your customer would like to download a Microsoft Excel file containing the production administrator roles from SuccessFactors learning in update their staging environment. What System Administration workflow is needed to perform this download?

- A. Export Data
- B. Import/Export Reports
- C. Export Active Locale Data
- D. Administrator Proxy for Learning

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

NEW QUESTION: 51

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.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 53

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

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

NEW QUESTION: 54

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

- A. Create an admin role for the personnel
- B. Create a reporting role for the instructor record
- C. Add scheduled offering and report workflows to the admin role
- D. Add domain restrictions to the instructor record
- E. Create admin accounts for the personnel

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

NEW QUESTION: 55

How can you set up SuccessFactors Learning to automatically assign training to users? Note: There are 2 correct answers to this question.

- A. 1. Create a curriculum
- 2. Create a curriculum requirement
- 3. Add the requirement to the curriculum
- 4. Add learning events to the user records
- B. 1. Create an item
- 2. Create a job code
- 3. Add the item to the job code
- 4. Add the job code to the user records
- C. 1. Create an item
- 2. Create an assignment profile
- 3. Add item to the assignment profile
- 4. Propagate the assignment profile
- D. 1. Create a program
- 2. Add the item to the program
- 3. Add the program to an assignment profile
- 4. Propagate the assignment profile

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

NEW QUESTION: 56

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

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

Note: There are 2 correct answers to this question.

- A. The registration cutoff date must be in the future
- B. The Self registration checkbox must be selected on the Item record
- C. The offering must be in a catalog that users can see
- D. The offering must be in a catalog that supervisors/approvers can view

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

NEW QUESTION: 57

You want to define the customer tenant ID suffix for connector file names in SuccessFactors Learning. What is the recommended way to do this in System Admin?

- A. Choose System Configuration and modify the CONNECTORS configuration file to define each connector file name
- B. Choose System Configuration and modify the LMS_ADMIN configuration file to define the tenant suffix
- C. Choose System Configuration and modify the CONNECTORS configuration file to define the tenant suffix
- D. Choose Connectors and test the FTP Connection for each

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 58

Which workflow in the System Administration category is required in each Admin role that needs to run reports?

- A. View User Reports
- B. View All Configuration Report
- C. View User Background Job
- D. Run Unpublished Reports

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

NEW QUESTION: 59

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

- A. System Admin -> Configuration -> User-Created Accounts
- B. System Admin -> Configuration -> User Setting
- C. System Admin -> Security
- D. System Admin -> Configuration -> Global Variable

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

NEW QUESTION: 60

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

There are 3 correct answers to this question.

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

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

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