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### SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Employee Master Data Replication from SAP SuccessFactors Employee Central to SAP ERP: This section of the exam measures the skills of SAP System Analysts and covers replicating employee master data from SAP SuccessFactors Employee Central to SAP ERP systems. It emphasizes ensuring accurate employee records in both systems.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>SAP SuccessFactors Employee Central OData API: This section of the exam measures the skills of API Developers and covers the use of the OData API for accessing data from SAP SuccessFactors Employee Central.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>SAP ERP User Interface Integration with SAP SuccessFactors Employee Central: This section of the exam measures skills of SAP Developers and covers integrating user interfaces between SAP ERP and SAP SuccessFactors Employee Central.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Employee Central Integration with SAP ERP Scenarios Overview: This section of the exam measures the skills of professionals in understanding various scenarios for integrating SAP SuccessFactors Employee Central with SAP ERP.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• Managing Clean Core: This section of the exam measures the skills of SAP Consultants and covers strategies for maintaining a clean core in SAP systems. It emphasizes the importance of minimizing customizations to ensure system integrity and upgradeability. A skill to be measured is identifying unnecessary customizations effectively.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• SAP ERP Employee Data Migration and Replication with SAP SuccessFactors Employee Central: This section of the exam measures the skills of SAP SuccessFactors Professionals in understanding strategies for migrating employee data between SAP ERP and SAP SuccessFactors Employee Central.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• SAP SuccessFactors Compound Employee API: This section of the exam measures the skills of SAP Consultants and covers the Compound Employee API, which facilitates employee data replication between systems. It focuses on structuring employee data for efficient transfer. A skill to be measured is utilizing the Compound Employee API for data synchronization.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• Organizational Data Replication from SAP SuccessFactors Employee Central to SAP ERP: This section of the exam measures the skills of SAP HRM Consultants and covers the replication of organizational data from SAP SuccessFactors Employee Central to SAP ERP.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q37-Q42):

### NEW QUESTION # 37

Which filter parameters are available in the Data Replication Monitor?

Note: There are 3 correct answers to this question.

- A. New hires only
- B. Country
- C. Multiple companies
- D. Last 15 minutes
- E. Restrict duplicates

**Answer: A,B,C**

### NEW QUESTION # 38

Your customer uses SAP SuccessFactors Employee Central with Position Management. Some employees do NOT have any position assigned. The customer requires that you set up the synchronization of reporting lines to SAP ERP for all employees. Why do you recommend deployment of the standard Organizational Assignment Replication integration package?

- A. Because the manager of the organizational unit relationship is always replicated to SAP ERP
- B. Because the position is created by the integration add-on if NO position is sent to SAP ERP
- C. Because the position is NOT required for employee-manager relationships in SAP ERP
- D. Because the employee is NOT replicated successfully until a valid position is assigned

**Answer: B**

### NEW QUESTION # 39

Which program do you use to download the cost center data from SAP ERP in the CSV file format?

- A. COSMAS\_REPL\_CC\_CSV
- B. ODTF\_REPL\_CC\_CSV
- C. COSTCENTER\_REPL\_CC\_CSV
- D. EC\_COST\_REPL\_CC\_CSV

**Answer: B**

#### NEW QUESTION # 40

Your customer requires you to set up the initial load from SAP ERP HCM to SAP SuccessFactors.

Which configuration elements do you use in SAP ERP?

Note: There are 2 correct answers to this question.

- A. EC permission roles
- B. EC model
- C. EC company ID
- D. EC template group

**Answer: A,D**

#### NEW QUESTION # 41

The Job Information portlet of SAP SuccessFactors Employee Central is mapped to which relationship in SAP ERP?

- A. Employee - Manager
- B. Employee - Position
- C. Employee - Job
- D. Employee - Cost center

**Answer: B**

#### NEW QUESTION # 42

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