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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• Cost Center Replication from SAP ERP to SAP SuccessFactors Employee Central: This section of the exam measures the skills of the target professionals in understanding replicating cost center data from SAP ERP to SAP SuccessFactors Employee Central. It emphasizes ensuring accurate financial data flow between systems.
Topic 3	• 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.
Topic 4	• 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.

Topic 5	• Extensibility (BAdIs) for SAP ERP Employee Data Replication with SAP SuccessFactors Employee Central: This section of the exam measures the skills of SAP Developers and covers Business Add-Ins (BAdIs) that enhance employee data replication processes between systems. It emphasizes customizing replication logic as needed. A skill to be measured is implementing BAdIs for tailored replication solutions.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q72-Q77):

NEW QUESTION # 72
Which SAP ERP Enhancement Packages support Payroll Ul integration with SAPSuccessFactors Employee Central?
Note: There are 2 correct answers to this question.

- A. SAP ERP Enhancement Package 4
- B. SAP ERP Enhancement Package 8
- C. SAP ERP Enhancement Package 3
- D. SAP ERP Enhancement Package 7

Answer: B,D

NEW QUESTION # 73
What fields are filterable in the EmpEmployment and PerPerson OData APIs?

- A. custom-date1 - custom-date3
- B. custom-string1 - custom-string20
- C. custom-string1 - custom-string3
- D. custom-date1 - custom-date2

Answer: B

Explanation:
TheEmpEmployment and PerPersonAPIs allow filtering on up to20 custom string fields, enabling flexibility in custom data segmentation and reporting.
Reference: SAP EC OData API Entity Metadata - Custom Fields Section

NEW QUESTION # 74
Your customer wants to implement the Hire Rehire BAdl (EX_PAOCF_EC_DECIDE_HIRE_REHIRE). Which values do you use to fill the CV_PERN Rand CV_NEW_HIRE parameters to rehire an employee into the original personnel number used in SAP ERP HCM?

- A. CV_PERNR: Personnel number
  CV_NEW_HIRE:UserlD
- B. CV_PERNR:UserlD
  CV_NEW_HIRE:X
- C. CV_PERNR:X
  CV_NEW_HIRE: Blank

- D. CV_PERNR: Personnel number
  CV_NEW_HIRE: blank

Answer: D

NEW QUESTION # 75

You want to clone the transformation template used when you replicate employee master data from SAP SuccessFactors Employee Central to SAP ERP. What must you do before you start the cloning process?
Note: There are 2 correct answers to this question.

- A. Configure value mapping of subtypes in scope for the field mapping.
- B. Restrict employee master data replication to certain countries.
- C. Define field mapping for the transformation template group in view cluster VC_ECPAO_MAP.
- D. Restrict employee master data to active employees.

Answer: A,C

NEW QUESTION # 76

Your customer needs to replicate position matrix relationships from SAP SuccessFactors Employee Central to the relationship infotype in the SAP ERP system.
Which of the following transformation templates must you define before you begin?
Note: There are 2 correct answers to this question.

- A. ERP transformation template for Position
- B. ERP transformation template for Cost Distribution
- C. ERP transformation template for Matrix Position
- D. ERP transformation template for Position Matrix Relationship

Answer: C,D

NEW QUESTION # 77

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