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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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.
Topic 2	<ul style="list-style-type: none"> SAP SuccessFactors Employee Central Integration Overview and Basic Settings: This section of the exam measures the skills of SAP Consultants and covers the basic settings and overview of integrating SAP SuccessFactors Employee Central with other systems. It focuses on the initial configuration steps necessary for successful integration. One skill to be measured is configuring basic integration settings accurately.
Topic 3	<ul style="list-style-type: none"> 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.
Topic 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.
Topic 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none"> 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 9	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q16-Q21):

NEW QUESTION # 16

You want to set up integration between SAP ERP and SAP SuccessFactors Employee Central. Which tool uses simple configuration instead of coding?

- **A. Business Integration Builder**
- B. Migration Center
- C. Extension Center
- D. Integration Center

Answer: A

Explanation:

Business Integration Builder (BIB) provides a user-friendly, configuration-based approach for mapping and transforming data between SAP ERP and Employee Central. It requires no coding, making it ideal for scalable and maintainable integrations.

NEW QUESTION # 17

Your customer is in the system preparation phase for cost center replication. Which of the following activities is a prerequisite?

- A. Validate access to Web-based API tools.
- B. Install the integration add-on ODTFINCC 600.
- C. Install SAP ERP 6 EHP4.
- D. Enable the Compound Employee API in SAP SuccessFactors Employee Central.

Answer: D

NEW QUESTION # 18

To report employee data on the first day of the month, which parameter is used?

- A. start_date = first day of month
- B. effective_end_date = first day of month
- C. snapshot_date = first day of month

Answer: A

Explanation:

The start_date parameter defines the beginning of the reporting period. For monthly reports, set it to the first of the month.

Reference: Compound Employee API Documentation - Query Parameters

NEW QUESTION # 19

Some of your customer's employees failed the duplication check in the EX_PAOCF_EC_DECIDE_HIRE_REHIRE BADI. Which combinations of event and event reason can you use for these employees to be hired or rehired?

Note: There are 2 correct answers to this question.

- A. Event: HIRE
- B. Event: REHIRE
- C. Event: REHIRE
- D. Event: HIRE

Answer: B,D

NEW QUESTION # 20

Which of the following are characteristics of the Employee Central custom objects in organizational replication?

Note: There are 2 correct answers to this question.

- A. Custom objects should always be multiple use.
- B. Custom objects must be effective dated.
- C. Custom objects need to be mapped using custom templates.
- D. Custom objects can be created for any organizational structural object.

Answer: B,C

NEW QUESTION # 21

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