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## SAP C\_HRHFC\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<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 4	<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 5	<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 6	<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 7	<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>
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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q56-Q61):

### NEW QUESTION # 56

With SAP ERP to Employee Central packaged integration, which of the following parameters do you need to set on a sender adapter using the OData upsert operation?

Note: There are 3 correct answers.

- A. Content type
- B. Address
- C. Adapter type
- D. Authentication type
- E. Legal entity name

**Answer: A,B,D**

Explanation:

In the OData Upsert configuration for packaged integration:

\* Authentication typedefines how the adapter connects securely to SuccessFactors.

\* Addressspecifies the endpoint URL for the OData service.

Reference: SAP Cloud Integration Guide - OData Sender Adapter Configuration Section.

### NEW QUESTION # 57

Where in SAP SuccessFactors do you create a picklist for the RuleType field for Employee Self-Service (ESS) services in SAP ERP?

- A. Manage Business Configuration
- B. Manage Data
- C. Configure Object Definitions
- D. Configure Business Rules

**Answer: B**

### NEW QUESTION # 58

What are requirements for extending an MDF object for CompoundEmployee API extraction?

Note: There are 3 correct answers.

- A. Object has a user relation

- B. API visibility set to read/editable
- C. MDF object version history set to complete
- D. Object is country-specific
- E. Object must be atomic

**Answer: A,B,C**

Explanation:

\* Version history ensures data traceability.

\* User relation connects object to a person.

Reference: CompoundEmployee API for MDF Objects - Extension Guidelines

#### NEW QUESTION # 59

On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- A. SAP\_APPL 531
- B. SAP\_APPL 600 SP15 or higher
- C. SFIHCM03 add-on 1.0
- D. PA\_SE\_IN 100 add-on

**Answer: B,C**

#### NEW QUESTION # 60

Where can you find a list of API URLs that are relevant for each data center?

- A. SAP SuccessFactors HCM Suite OData API: Reference Guide
- B. SAP SuccessFactors HCM Suite Employee Central OData API: Reference Guide
- C. SAP Cloud Platform API Management User Guide
- D. SAP BusinessObjects Explorer API Guide

**Answer: B**

#### NEW QUESTION # 61

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