

# C-HRHFC-2411 Latest Exam Practice, Study Materials

## C-HRHFC-2411 Review



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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>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>
Topic 3	<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 4	<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 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 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 7	<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 8	<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 9	<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 10	<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>

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

### NEW QUESTION # 72

Your customer wants to create a placeholder record as of the hire date using Infoporter. Which switch for view V\_ECPAO\_CONSTANT must be activated?

- A. Activate Onboarding
- **B. Fallback Action Type for Hire**
- C. Additional Event Records
- D. Filter Based on Employment Status

**Answer: B**

#### NEW QUESTION # 73

During migration from SAP ERP to SAP SuccessFactors Employee Central, what is the result of activating the "Set inactive user status" switch in view V\_ECPAO\_CONSTANT?

- A. Inactive users are NOT migrated.
- B. The background job that sets inactive user status is NOT run.
- C. The background job that sets inactive user status is marked for review.
- **D. Inactive users are migrated last.**

**Answer: D**

Explanation:

Activating the "Set inactive user status" switch in the V\_ECPAO\_CONSTANT view ensures that inactive users are processed after active users during initial migration. This helps to prioritize active employment records for immediate business use and simplifies post-migration validation.

Reference: SAP Infoporter Configuration Guide - V\_ECPAO\_CONSTANT Settings.

#### NEW QUESTION # 74

Your customer wants to delete and reload employee job information by using the OData API. Which operation parameter must you use in the OData API query with the upsert action?

- A. purge Type=reload
- B. purge Type=reloadfull
- **C. purge Type=full**
- D. purge Type=incremental

**Answer: C**

#### NEW QUESTION # 75

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

Note: There are 3 correct answers.

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

**Answer: A,D,E**

Explanation:

\* Version history ensures data traceability.

\* User relation connects object to a person.

Reference: CompoundEmployee API for MDF Objects - Extension Guidelines

#### NEW QUESTION # 76

Using basic extensibility, which of the following SAP infotypes can be mapped to the Job Information portlet in SAP SuccessFactors Employee Central? Note: There are 3 correct answers to this question.

- A. Addresses (0006)
- B. **Organizational Assignment (0001)**
- C. Contract Elements (0016)
- D. **Planned Working Time (0007)**
- E. **Basic Pay (0008)**

**Answer: B,D,E**

## NEW QUESTION # 77

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