C_HRHFC_2411 Detailed Answers & C_HRHFC_2411 Test Questions

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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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.
Topic 5	• 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 6	• 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.
Topic 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q40-Q45):

NEW QUESTION # 40
To which value to do you have to set the maximum password day to keep the API user from expiring?

- A. 365 days
- B. 1 day
- C. 0 days
- D. 1 day

Answer: B

NEW QUESTION # 41
Which query mode reports employment changes since the last replication?

- A. value:changesOnly
- B. value:snapshot
- C. value:none
- D. value:delta

Answer: D

Explanation:

Thedeltamode retrieves onlychanges since the last successful replication, ideal for payroll or auditing.
Reference: SAP CompoundEmployee API - Delta Mode Behavior

NEW QUESTION # 42

Your customer uses the SAP SuccessFactors to SAP ERP UI integration in the Side-by-Side deployment model. Which of the following is a valid use case in SAP SuccessFactors?

- **A. The employee checks the pay statement created in SAP ERP.**
- B. The HR administrator enters additional data that is needed for SAP ERP.
- C. The manager triggers a change to working time for an employee in SAP ERP.
- D. The HR business partner views open positions in SAP ERP.

Answer: A

Explanation:
In Side-by-Side UI integration,employees can access SAP ERP-generated documents like payslips directly from EC, using embedded links or mashups. This is a common and validated use case.
Reference: Side-by-Side Deployment Use Case Scenarios - UI Integration

NEW QUESTION # 43

A customer implements employee master data replication and needs to define country-specific mappings. What is the best practice to start the configuration?

- A. Clone the transformation template group.
- B. Clone the transformation template for existing secondary mappings.
- C. Copy sample primary mappings.
- **D. Copy sample secondary mappings.**

Answer: D

NEW QUESTION # 44

You need to replicate custom organizational MDF objects from SAP SuccessFactors to SAP ERP.Which customizing activities do you perform?

- **A. Define organizational object types for integration./Define Employee Central templates for additional organizational data entities./Import metadata for Web Service-Based data transfer from Employee Central./Define value mapping entity and define field mapp**
- B. Define organizational object types for integration./Define Employee Central templates for additional organizational data entities./Define field mapping for employee data./Define value mapping entity and define field mapping for organization data.
- C. Define employee data settings for Employee Central instance./Define additional Employee Central entities for employee data./Import metadata for Web Service-Based data transfer from Employee Central./Define field mapping for employee data.
- D. Define organizational object types for integration./Define additional Employee Central entities for employee data./Import metadata for Web Service-Based data transfer from Employee Central./Define field mapping for employee data.

Answer: A

NEW QUESTION # 45

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