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Full Cloud/Core Hybrid Sample Questions (Q17-Q22):

NEW QUESTION # 17

When you implement employee master data replication from SAP SuccessFactors Employee Central to SAP ERP, which option must you deselect before you export SAP SuccessFactors HCM picklists?

- A. Process as a Batch Process
- B. Import Picklist(s)
- C. Export Data Format
- D. **Include System Generated Job Codes**

Answer: D

Explanation:

The "Include System Generated Job Codes" option is specific to internal code generation used for integration metadata. When exporting picklists, this must be deselected to ensure a clean export of only the relevant OptionIDs and Labels needed for mapping in ERP.

Reference: SAP EC Picklist Export Instructions for Integration

NEW QUESTION # 18

Your customer is in the system preparation phase for cost center replication.

Which of the following activities is a prerequisite?

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

Answer: C

NEW QUESTION # 19

For which infotype can you use basic extensibility to replicate information from the Compensation Information portlet in SAP SuccessFactors Employee Central?

- A. Time Quota Compensation (0416)
- B. Additional Payments (0015)
- C. **Basic Pay (0008)**
- D. Additional Off-Cycle Payments (0267)

Answer: C

Explanation:

Basic extensibility allows mapping of fields between Employee Central and SAP ERP infotypes. For compensation data from the Compensation Information portlet in EC, the corresponding infotype in SAP ERP is Basic Pay (0008), which stores employee base pay and related compensation values. This infotype is explicitly designed to hold structured compensation data which aligns with Employee Central Compensation Information.

Reference: SAP SuccessFactors Full Cloud/Core Hybrid Guide - Extensibility section.

NEW QUESTION # 20

Your customer wants to report employee data on the first day of every month.

Which parameter of the Compound Employee API do you use?

- A. **Snapshot_date = first day of month**
- B. Start_date = first day of month
- C. Effective_end_date = first day of month

Answer: A

NEW QUESTION # 21

How do you configure replication of the cust_shop association tied to division?

- A. Map cust_shop and assign division mapping entity
- **B. Define mapping for association type to relationship type**
- C. Create a BAdI for relationship generation
- D. Create BAdI and define mapping entity

Answer: B

Explanation:

To replicate associations, you must map association types to ERP relationship types. This determines how the linkage between cust_shop and division is interpreted in the SAP ERP hierarchy.

Reference: SAP EC to ERP Object Association Mapping Guide

NEW QUESTION # 22

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