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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.
Topic 7	• 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 8	• 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 9	• 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 10	• 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.

100% Pass 2026 SAP C_HRHFC_2411: First-grade SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Certification Dumps

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q31-Q36):

NEW QUESTION # 31
What are some SAP recommended guiding principles to achieve clean core operations?
Note: There are 3 correct answers.

- A. Integrate clean core in end-to-end value processes
- B. Regular housekeeping procedures
- C. Establish release management
- D. Define roles and responsibilities in transformation office
- E. Establish structure, foundation, and transformation methodology

Answer: A,B,E

Explanation:
SAP recommends:
* Routine housekeeping
* Embedding clean core logic in end-to-end processes
Reference: SAP Clean Core Strategy - Operating Model Best Practices

NEW QUESTION # 32

You want to clone the transformation template used when you replicate employee master data from SAP SuccessFactors Employee Central to SAP ERP. What must you do before you start the cloning process?
Note: There are 2 correct answers to this question.

- A. Restrict employee master data to active employees.
- B. Restrict employee master data replication to certain countries.
- C. Define field mapping for the transformation template group in view cluster VC_ECPAO_MAP.
- D. Configure value mapping of subtypes in scope for the field mapping.

Answer: C,D

NEW QUESTION # 33

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

Answer: B

NEW QUESTION # 34

Your customer wants to add SLG1 messages in a BAdl.
What is the minimum required service pack for the PA_SE_IN 100 add-on?

- A. SP-29
- B. SP-25
- C. SP-27
- D. SP-26

Answer: C

NEW QUESTION # 35

You need to enable communication between the SAP ERP and SAP SuccessFactors systems.
In which tool do you enable the SFAPI and SFAPI ad hoc settings?

- A. Role-Based Permissions
- B. Provisioning
- C. Integration Center
- D. Admin Center

Answer: B

Explanation:
SFAPI and SFAPI ad hoc settings are enabled withinProvisioning, which is the backend administration interface of SAP SuccessFactors accessible only to implementation partners and SAP support. These APIs are essential for enabling data access and integrations with SAP ERP and middleware platforms.
Reference: SAP Provisioning Guide - API Configuration Section.

NEW QUESTION # 36

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