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SAP C-HRHFC-2411 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <ul style="list-style-type: none">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 2 | <ul style="list-style-type: none">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. |
| Topic 3 | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">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 6 | <ul style="list-style-type: none">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. |

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| Topic 7 | <ul style="list-style-type: none"> 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. |
| Topic 8 | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q19-Q24):

NEW QUESTION # 19

Which tools are used for transporting and mapping data during migration and replication?

Note: There are 2 correct answers.

- A. HRIS Sync**
- B. Business Integration Builder
- C. Integration Center
- D. Infoporter**

Answer: A,D

Explanation:

* HRIS Sync synchronizes EC data structures with legacy SAP data.

Reference: SAP EC Data Migration Tools - Infoporter and HRIS Sync Roles

NEW QUESTION # 20

Your customer needs to replicate position matrix relationships from SAP SuccessFactors Employee Central to the relationship infotype in the SAP ERP system.

Which of the following transformation templates must you define before you begin?

Note: There are 2 correct answers to this question.

- A. ERP transformation template for Position Matrix Relationship**
- B. ERP transformation template for Cost Distribution
- C. ERP transformation template for Matrix Position**
- D. ERP transformation template for Position

Answer: A,C

NEW QUESTION # 21

What would prevent a customer from using generic value conversion rules while replicating organizational data from SAP SuccessFactors Employee Central to SAP ERP?

- A. The customer is using Talent Management in SAP SuccessFactors.
- B. The customer is using Employee Central Payroll point-to-point replication.
- C. The customer is using Business Integration Builder for replication.
- D. The customer is using Date Replication Monitor to view replication results.

Answer: C

NEW QUESTION # 22

In a Side-by-Side deployment model, which module can be optional for either SAP ERP or SAP SuccessFactors?

- A. Time & Attendance
- B. Workforce Analytics
- C. Organizational Management
- D. Payroll

Answer: D

NEW QUESTION # 23

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. Export Data Format
- B. Process as a Batch Process
- C. Import Picklist(s)
- 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 # 24

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