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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q70-Q75):

NEW QUESTION # 70
Some of your customer's employees failed the duplication check in the
EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI.
Which combinations of event and event reason can you use for these employees to be hired or rehired?
Note: There are 2 correct answers.

- A. Event: HIRE / Event Reason: NEWHIREDUPL
- B. Event: HIRE / Event Reason: REHIREDUPL
- C. Event: REHIRE / Event Reason: REHIREDUPL
- D. Event: REHIRE / Event Reason: NEWHIREDUPL

Answer: A,C

Explanation:
The EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI allows for logic to resolve duplicate employee issues.
Using special event reasons like NEWHIREDUPL or REHIREDUPL ensures employees are processed with correct logic despite duplication errors. These event reasons are preconfigured in EC.
Reference: SAP Core Hybrid Guide - Duplicate Handling Section.

NEW QUESTION # 71
What setting needs to be enabled before you can use Business Integration Builder (BIB)-based configuration?

- A. Maintain "X" with SAP Cloud Platform Integration extensions.
- B. Maintain the flag in SAP SuccessFactors Employee Central configuration.
- C. Activate the BIB setting in customizing activity in SAP ERP HCM.
- D. Activate BIB with SAP SuccessFactors Provisioning.

Answer: C

NEW QUESTION # 72
To which value do you have to set the maximum password day to keep the API user from expiring?

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

Answer: A

NEW QUESTION # 73

Your customer needs to send historical employment data to the benefits system using the OData API.
Which filter parameters must you use in the OData API query?

- A. beginDate and termDate
- B. startDate and endDate
- C. beginDate and endDate
- D. fromDate and toDate

Answer: B

NEW QUESTION # 74

Your customer asks you to implement external event notifications in SAP SuccessFactors Employee Central. Which design-time components do you define?
Note: There are 3 correct answers to this question.

- A. Consumer
- B. Subscriber
- C. Business rule
- D. Entity to trigger event
- E. Role

Answer: B,C,D

NEW QUESTION # 75

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