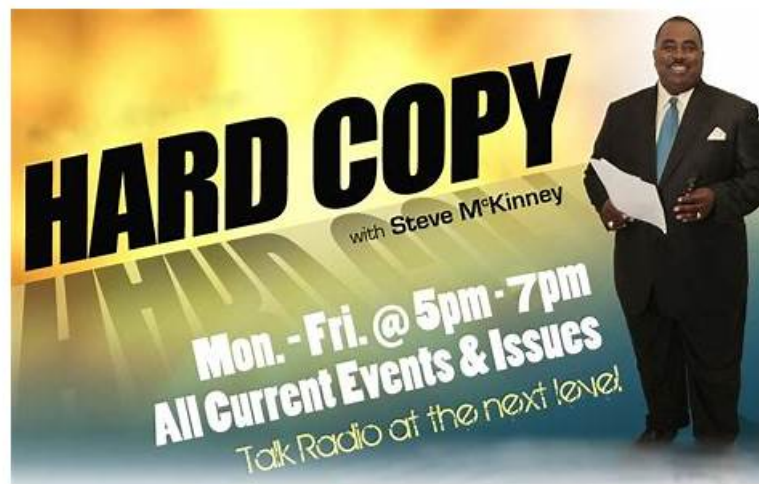


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SAP C-HRHFC-2411 Exam Syllabus Topics:

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	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q52-Q57):

NEW QUESTION # 52

Where can you find the option to enable UI integration of SAP SuccessFactors Employee Central with SAP ERP systems?

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

Answer: A

NEW QUESTION # 53

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

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

Answer: B

Explanation:

The best practice is to clone the entire transformation template group, which includes both primary and secondary mappings. This allows for a clean and centralized configuration base to apply country-specific adjustments without affecting global mappings.

Reference: BIB Implementation Guide - Country-Specific Configuration Section.

NEW QUESTION # 54

Which reliable message protocol do you configure in the SOA Manager of SAP ERP?

- A. WS-RM 2005/02
- B. OData
- C. HTTPS
- D. SOAP

Answer: A

NEW QUESTION # 55

Your customer requires you to set up the initial load from SAP ERP HCM to SAP SuccessFactors.

Which configuration elements do you use in SAP ERP?

Note: There are 2 correct answers.

- A. EC model
- B. EC company ID
- C. EC permission roles
- D. EC template group

Answer: A,B

Explanation:

To configure the initial load, you need to:

* Define the EC company ID, which maps the company codes between systems.

Reference: Infoporter Configuration and Initial Load Guide.

NEW QUESTION # 56

Your customer wants to implement the Hire Rehire BADl (EX_PAO CF_EC_DECIDE_HIRE_REHIRE). Which values do you use to fill the CV_PERNR and CV_NEW_HIRE parameters to rehire an employee into the original personnel number used in SAP ERP HCM?

- A. CV_PERNR: Personnel number
CV_NEW_HIRE: blank
- B. CV_PERNR: Personnel number
CV_NEW_HIRE: UserID
- C. CV_PERNR: X
CV_NEW_HIRE: Blank
- D. CV_PERNR: UserID
CV_NEW_HIRE: X

Answer: A

NEW QUESTION # 57

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