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SAP CERTIFICATION

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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	• 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 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q67-Q72):

NEW QUESTION # 67

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

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

Answer: B

NEW QUESTION # 68

Which of the following are characteristics of the Employee Central custom objects in organizational replication?

Note: There are 2 correct answers to this question.

- **A. Custom objects need to be mapped using custom templates.**
- **B. Custom objects must be effective dated.**
- C. Custom objects can be created for any organizational structural object.
- D. Custom objects should always be multiple use.

Answer: A,B

NEW QUESTION # 69

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

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

Answer: D

Explanation:

Provisioning is the backend interface used by implementation partners or SAP consultants. It enables UI integration settings, like URL handlers and custom navigation links that connect EC with SAP ERP UIs.

Reference: Provisioning Setup Guide - UI Integration Configuration

NEW QUESTION # 70

Your customer needs to integrate with a third-party payroll vendor and has to report employment changes since the last successful replication. Which query mode of the Compound Employee API must you use?

- A. value:none
- B. value:changesOnly
- C. value:snapshot
- **D. value:delta**

Answer: D

NEW QUESTION # 71

Which of the following are characteristics of the Employee Central custom objects in organizational replication? Note: There are 2 correct answers to this question.

- **A. Custom objects must be effective dated.**
- **B. Custom objects can be created for any organizational structural object.**
- C. Custom objects should always be multiple use.
- D. Custom objects need to be mapped using custom templates.

Answer: A,B

NEW QUESTION # 72

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