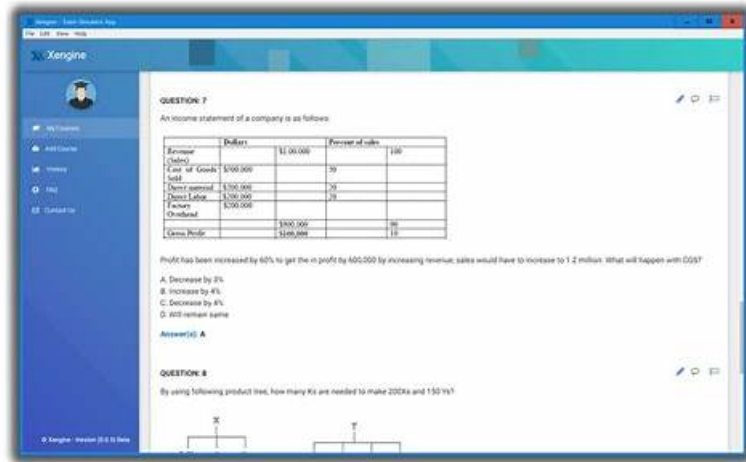


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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none"> 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	<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 6	<ul style="list-style-type: none"> 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	<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 8	<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 9	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q68-Q73):

NEW QUESTION # 68

When moving from the SAP ERP HCM test system to the productive environment, which IMG activity must be performed in the productive ERP client?

- A. Define parameters for Employee Master Data and Organization Assignment Query.
- B. Import picklists from SAP SuccessFactors Employee Central.
- C. Update any value mappings that are configured.
- D. Allow data replication from SAP SuccessFactors Employee Central for Payroll Areas in Correction phase.

Answer: C

NEW QUESTION # 69

Your customer wants to use an MDF picklist with the OptionID for SAP SuccessFactors Employee Central to SAP ERP HCM replication using Business Integration Builder.

Which value do you need to configure in the Constants table for the Mode of the Picklist File?

- A. 0
- B. Blank
- C. Y
- D. X

Answer: D

Explanation:

In the context of SAP SuccessFactors Employee Central to SAP ERP HCM replication using Business Integration Builder, the Mode of the Picklist File in the Constants table is typically configured with the value X to indicate that the file is in picklist file mode for replication purposes. This setting ensures the integration works correctly for replicating employee data between the systems. Setting the picklistMode to 'X' in the Constants table ensures the replication process uses OptionID values from MDF picklists. This method is preferred for aligning coded values (such as gender or marital status) between EC and ERP.

Reference: BIB Constants Table Documentation - Picklist File Mode Configuration.

NEW QUESTION # 70

Position management is active in SAP SuccessFactors EC and the customer wants to replicate these to SAP ERP. Which switch needs activation in SAP ERP?

- A. SFSFI PMACT
- **B. SFSFI SPOMP**
- C. SFSFI OANSS
- D. SFSFI SBSER

Answer: B

Explanation:

The switch SFSFI SPOMP activates position management replication logic within the SAP ERP system.

Without this, replication logic for positions does not get triggered during inbound data processing.

Reference: SAP ERP Switch Framework Configuration - Organizational Integration

NEW QUESTION # 71

Which picklist values do you use for the Rule Type field to trigger the business rule?

Note: There are 3 correct answers.

- **A. onSave**
- **B. onIncrement**
- C. onView
- D. onExecute
- **E. onChange**

Answer: A,B,E

Explanation:

For UI-integrated scenarios, business rules can be triggered using:

* onChange- when a field value changes

* onSave- when the user saves the form

Reference: SuccessFactors Business Rules Configuration Guide - Triggering Mechanisms

NEW QUESTION # 72

Your customer needs to extend a Metadata Framework (MDF) object for the Compound Employee API to extract the data.

Which of the following requirements need to be fulfilled?

Note: There are 3 correct answers to this question.

- **A. API visibility on the MDF object is set to read only or editable.**
- B. The MDF object must be country-specific.
- **C. The MDF object has a user relation.**
- D. The MDF object needs to be an atomic object.
- **E. MDF object version history is set to complete history.**

Answer: A,C,E

NEW QUESTION # 73

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