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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">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	<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">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 5	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q51-Q56):

NEW QUESTION # 51

Using basic extensibility, which of the following SAP infotypes can be mapped to the SAP SuccessFactors Employee Central Job Information portlet?

Note: There are 3 correct answers to this question.

- A. Contract Elements (0016)
- B. Planned Working Time (0007)**
- C. Basic Pay (0008)**
- D. Addresses (0006)
- E. Organizational Assignment (0001)**

Answer: B,C,E

NEW QUESTION # 52

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

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

Answer: C

Explanation:

WS-RM 2005/02 (Web Services Reliable Messaging) is used in SOA Manager to ensure message delivery reliability between SAP ERP and SuccessFactors. This prevents data loss during network issues by enabling guaranteed message processing and re-transmission mechanisms.

Reference: SOA Manager Configuration Guide - Reliable Messaging Setup Section.

NEW QUESTION # 53

During migration from SAP ERP to SAP SuccessFactors Employee Central, what is the result of activating the "Set inactive user

status" switch in view V EC PAO_CONSTANT?

- A. Inactive users are NOT migrated.
- B. The background job that sets inactive user status is run.
- C. The background job that sets inactive user status is NOT run.
- D. Inactive users are migrated last.

Answer: A

NEW QUESTION # 54

For which infotype can you use basic extensibility to replicate information from the Compensation Information portlet in SAP SuccessFactors Employee Central?

- A. Additional Payments (0015)
- B. **Basic Pay (0008)**
- C. Additional Off-Cycle Payments (0267)
- D. Time Quota Compensation (0416)

Answer: B

Explanation:

Basic extensibility allows mapping of fields between Employee Central and SAP ERP infotypes. For compensation data from the Compensation Information portlet in EC, the corresponding infotype in SAP ERP is Basic Pay (0008), which stores employee base pay and related compensation values. This infotype is explicitly designed to hold structured compensation data which aligns with Employee Central Compensation Information.

Reference: SAP SuccessFactors Full Cloud/Core Hybrid Guide - Extensibility section.

NEW QUESTION # 55

What does SAP recommend you do when you experience problems with modifying the OData API data model?

- A. Re-import the data model.
- B. Log out of SAP SuccessFactors and log back in.
- C. **Manually refresh the cache.**
- D. Refresh the Web browser.

Answer: C

NEW QUESTION # 56

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