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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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 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	• 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 5	• 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	• 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 7	• 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	• 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 9	• 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 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q31-Q36):

NEW QUESTION # 31
With SAP ERP to Employee Central packaged integration, which of the following parameters do you need to set on a sender adapter using the OData upsert operation?
Note: There are 3 correct answers to this question.

- A. Adapter type
- B. Content type
- C. Address
- D. Credential name
- E. Authentication type

Answer: A,C,D

NEW QUESTION # 32
On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- A. PA_SE_IN 100 add-on
- B. SAP APPL 531
- C. SFIHCM03 add-on 1.0
- D. SAP APPL 600 SP15 or higher

Answer: A,C

NEW QUESTION # 33

Your customer wants to implement the Hire Rehire BAdl (EX_PAOCF_EC_DECIDE_HIRE_REHIRE). Which values do you use to fill the CV_PERN Rand 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:UserID
- B. CV_PERNR: Personnel number
  CV_NEW_HIRE: blank
- C. CV_PERNR:UserID
  CV_NEW_HIRE:X
- D. CV_PERNR:X
  CV_NEW_HIRE: Blank

Answer: B

NEW QUESTION # 34

Your customer wants to add SLG1 messages in a BAdI.
What is the minimum required service pack for the PA_SE_IN 100 add-on?

- A. SP-26
- B. SP-29
- C. SP-27
- D. SP-25

Answer: C

Explanation:
From SP27 of PA_SE_IN 100, the BAdIs were enhanced to include SLG1 logging capabilities. This allows implementers to log custom messages for diagnostics and debugging in SLG1 during replication processes.
Reference: SAP Note and Integration Add-On Documentation - Service Pack Release Notes.

NEW QUESTION # 35

Some of your customer's employees failed the duplication check in the EX_PAOCF EC_DECIDE_HIRE_REHIRE BAdl.
Which combinations of event and event reason can you use for these employees to be hired or rehired? Note: There are 2 correct answers to this question.

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

Answer: A,D

NEW QUESTION # 36

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