

# C\_HRHFC\_2411 Practical Information, Latest C\_HRHFC\_2411 Dumps Sheet



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## SAP C\_HRHFC\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 10	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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

### NEW QUESTION # 51

On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?  
Note: There are 2 correct answers.

- A. SAP APPL 600 SP15 or higher
- B. SFIHCM03 add-on 1.0
- C. SAP\_APPL 531
- D. PA\_SE\_IN 100 add-on

**Answer: A,B**

Explanation:

For Core Hybrid deployment, SFIHCM03 provides core replication functionalities while SAP\_APPL 600 SP15 or higher ensures

the ERP system is on a compatible release level to support integration scenarios.  
Reference: Core Hybrid Configuration Guide - Prerequisites Section.

#### NEW QUESTION # 52

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\_ECPAO\_CONSTANT?

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

**Answer: C**

Explanation:

Activating the "Set inactive user status" switch in the V\_ECPAO\_CONSTANT view ensures that inactive users are processed after active users during initial migration. This helps to prioritize active employment records for immediate business use and simplifies post-migration validation.

Reference: SAP Infoporter Configuration Guide - V\_ECPAO\_CONSTANT Settings.

#### NEW QUESTION # 53

In a Side-by-Side deployment model, which module can be optional for either SAP ERP or SAP SuccessFactors?

- A. Organizational Management
- B. Time & Attendance
- C. Workforce Analytics
- D. Payroll

**Answer: D**

Explanation:

Payroll can remain in either SAP ERP or be moved to SAP SuccessFactors EC Payroll based on customer needs in a Side-by-Side model. It does not mandate replication or coexistence, allowing flexibility.

Reference: Deployment Models - Side-by-Side Setup Guide.

#### NEW QUESTION # 54

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

**Answer: B**

#### NEW QUESTION # 55

You have selected the BADI Mapping mapping mode in the Define Field Mapping for Employee Data Customizing activity. Which BADI do you use for custom field mapping with data replication from SAP ERP HCM to SAP SuccessFactors Employee Central?

- A. EX\_ECPAO\_EMP\_VALIDITY\_TAB
- B. EX\_ECPAO\_EMP\_DATA\_EXTRACT\_OUT
- C. EX\_ECPAO\_EMP\_USYID\_PRN\_UNM\_MAP
- D. ECPAO\_IN\_EXT\_PERNR\_MAP

**Answer: D**

## NEW QUESTION # 56

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