# 2026 Valid C_HRHFC_2411 Study Guide | Updated 100% Free Valid SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Exam Pass4sure

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## SAP C_HRHFC_2411 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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 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. |
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| Topic 6 | • 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 7 | • 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 8 | • 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 9 | • 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 (Q46-Q51):

**NEW QUESTION # 46**
Which configuration would you need in the transformation template group when implementing employee data replication from SAP SuccessFactors Employee Central to SAP ERP?
Note: There are 3 correct answers to this question.

- A. Maintain primary and secondary mapping.
- B. Configure the Web service API user.
- C. Configure the communication channel.
- D. Enable filter mode.
- E. Configure the EC Company ID.

**Answer: A,D,E**

**NEW QUESTION # 47**
Your customer asks you to implement external event notifications in SAP SuccessFactors Employee Central.
Which design-time components do you define?
Note: There are 3 correct answers to this question.

- A. Subscriber
- B. Role
- C. Consumer

- D. Entity to trigger event
- E. Business rule

**Answer: A,C,D**

**NEW QUESTION # 48**
Which activities do you perform in SAP ERP to send cost center data to the SAP Cloud Platform Integration service?
Note: There are 3 correct answers to this question.

- A. Configure ALE communication in SAP ERP.
- B. Activate the cost center Web service in SAP ERP.
- C. Install add-on component PA_SE_IN 100 in SAP ERP.
- D. Add root certificates from the SAP Cloud Platform Integration service in the Trust Manager of SAP ERP.
- E. Configure report ODTF REPL_ CC in SAP ERP.

**Answer: A,D,E**

**NEW QUESTION # 49**
What fields are filterable in the EmpEmployment and PerPerson OData APIs?

- A. custom-string1 - custom-string20
- B. custom-date1 - custom-date2
- C. custom-date1 custom-date3
- D. custom-string1 - custom-string3

**Answer: A**

**NEW QUESTION # 50**
Your customer wants to delete and reload employee job information using the OData API. Which operation parameter must be used?

- A. purgeType=incremental
- B. purgeType=reloadfull
- C. purgeType=reload
- D. purgeType=full

**Answer: D**

Explanation:
Using purgeType=full with theupsertoperation causescomplete deletion of existing recordsfor that entity and reloads the new set. It's used when a clean slate for job history is needed.
Reference: OData API Upsert Request Parameters Guide

**NEW QUESTION # 51**
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