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### SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<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 7	<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 8	<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 9	<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 10	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q43-Q48):

### NEW QUESTION # 43

Your customer wants to delete and reload employee job information by using the OData API. Which operation parameter must you use in the OData API query with the upsert action?

- A. purge Type=full
- B. purge Type=reload
- C. purge Type=incremental
- D. purge Type=reloadfull

**Answer: A**

#### NEW QUESTION # 44

What are requirements for extending an MDF object for CompoundEmployee API extraction?

Note: There are 3 correct answers.

- A. Object has a user relation
- B. API visibility set to read/editable
- C. Object is country-specific
- D. MDF object version history set to complete
- E. Object must be atomic

**Answer: A,B,D**

Explanation:

\* Version history ensures data traceability.

\* User relation connects object to a person.

Reference: CompoundEmployee API for MDF Objects - Extension Guidelines

#### NEW QUESTION # 45

What does SAP recommend if you face issues modifying the OData API data model?

- A. Manually refresh the cache
- B. Refresh Web browser
- C. Log out and in
- D. Re-import model

**Answer: A**

Explanation:

When changes to OData models do not reflect as expected, manually refreshing the cache ensures that recent changes are loaded by the system.

Reference: OData API Administration Guide - Troubleshooting Cache Issues

#### NEW QUESTION # 46

Which of the following are effective ways to improve the performance of OData query operations?

Note: There are 3 correct answers.

- A. Maximize the use of multi-threading
- B. Keep transactions simple
- C. Use complex queries
- D. Match client wait time to system wait time
- E. Choose the optimal OData base entity

**Answer: A,B,E**

Explanation:

Performance best practices include:

\* Using the right base entity (minimizing joins)

\* Keeping transactions lightweight

Reference: OData API Performance Optimization Guidelines

#### NEW QUESTION # 47

What design-time components are needed for external event notifications in EC?

Note: There are 3 correct answers.

- A. Entity to trigger event
- B. Consumer

- C. Subscriber
- D. Business rule
- E. Role

**Answer: A,B,C**

Explanation:

Forexternal event notifications, you must define:

- \* The entity where the event occurs
- \* The subscriber that listens to the event

Reference: SAP EC OData Events Framework Documentation

## NEW QUESTION # 48

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