

Free PDF Quiz 2026 SAP C_HRHFC_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid–Trustable Detailed Answers



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SAP C_HRHFC_2411 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q77-Q82):

NEW QUESTION # 77

You want to display the SAP ERP employee data in SAP SuccessFactors.

How can you integrate the SAP ERP user interface with SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. Integration Center
- B. UI mashup integration
- C. Custom navigation link
- D. Role-based UI integration

Answer: B,C

NEW QUESTION # 78

To report employee data on the first day of the month, which parameter is used?

- A. effective_end_date = first day of month
- B. snapshot_date = first day of month
- C. start_date = first day of month

Answer: C

Explanation:

The start_date parameter defines the beginning of the reporting period. For monthly reports, set it to the first of the month.

Reference: Compound Employee API Documentation - Query Parameters

NEW QUESTION # 79

Which of the following tasks is required for UI integration of Manager Self-Service (MSS), but NOT for Employee Self-Service (ESS)?

- A. Set up role-based permissions to display URLs.
- B. Configure the succession data model.
- C. Create an SICF handler for the communication.
- D. Activate UI integration.

Answer: C

Explanation:

For Manager Self-Service (MSS), SAP requires the setup of an SICF handler to enable secure and role-specific services through the backend. ESS scenarios usually rely on generic navigation or predefined links.

Reference: SAP UI Integration with MSS Guide - Technical Configuration Requirements

NEW QUESTION # 80

You are replicating employees from SAP SuccessFactors Employee Central to SAP ERP and the replication of event reasons results in two status-changing action types that are logged with the same start date for the same employee.

What should you do to prevent the processing in the SAP ERP system from being aborted?

- A. Change the start date of one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- B. Delete one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- C. Override the default system behavior by defining how SAP ERP will react to multiple status-changing event reasons.
- D. Add a change date request to one of the status-changing event reasons in SAP SuccessFactors Employee Central.

Answer: C

Explanation:

When multiple status-changing events with the same start date occur, ERP will stop processing unless instructed otherwise.

Implementing logic in the EX_ECPAO_IN_MULTIPLE_ACTION_BADI or similar mechanism allows SAP ERP to interpret and accept both events as valid, thereby preventing abortion of replication.

Reference: SAP BIB Troubleshooting Guide - Event Reason Conflict Resolution

NEW QUESTION # 81

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. Choose the optimal OData base entity
- C. Keep transactions simple
- D. Match client wait time to system wait time
- E. Use complex queries

Answer: A,B,C

Explanation:

Performance best practices include:

* Using the right base entity (minimizing joins)

* Keeping transactions lightweight

Reference: OData API Performance Optimization Guidelines

NEW QUESTION # 82

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