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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 6	• 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	• 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 8	• 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 (Q34-Q39):

NEW QUESTION # 34
Which operations return metadata like segment names and custom fields?
Note: There are 2 correct answers.

- A. query
- B. describeEx
- C. queryMore
- D. describe

Answer: B,D

Explanation:
BothdescribeanddescribeExreturn metadata information such as field names and custom segments.
Reference: CompoundEmployee API - Metadata Access Methods

NEW QUESTION # 35
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. Content type
- B. Adapter type
- C. Address
- D. Credential name
- E. Authentication type

Answer: B,C,D

NEW QUESTION # 36
To which value do you have to set the maximum password day to keep the API user from expiring?

- A. -1 day
- B. -365 days
- C. 1 day
- D. 0 days

Answer: A

Explanation:
To prevent the API user from password expiration, the Maximum Password Age should be set to -1. This value ensures the password never expires, which is critical for uninterrupted integration between SAP SuccessFactors and SAP ERP. This configuration is typically done in the provisioning environment where integration user credentials are maintained.
Reference: SAP Core Hybrid Integration Guide - User Authentication Configuration Section.

NEW QUESTION # 37
Your customer uses SAP SuccessFactors Employee Central with Position Management. Some employees do NOT have any position assigned. The customer requires that you set up the synchronization of reporting lines to SAP ERP for all employees. Why do you recommend deployment of the standard Organizational Assignment Replication integration package?

- A. Because the position is NOT required for employee-manager relationships in SAP ERP
- B. Because the position is created by the integration add-on if NO position is sent to SAP ERP
- C. Because the manager of the organizational unit relationship is always replicated to SAP ERP
- D. Because the employee is NOT replicated successfully until a valid position is assigned

Answer: B

NEW QUESTION # 38
Which actions can you perform using the My Integrations tab in the Integration Center?
Note: There are 3 correct answers to this question.

- A. Manage the data model.
- B. View and edit saved integrations.
- C. View the execution history of all integrations.
- D. Build new integrations.
- E. Browse the integration content catalog.

Answer: A,B,C

NEW QUESTION # 39
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