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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 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	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 6	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 7	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 8	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q27-Q32):

NEW QUESTION # 27

Your customer needs to implement cost center replication from SAP ERP to SAP SuccessFactors Employee Central. They have multiple SAP ERP Financials systems in their landscape with similar cost center names. What activity do you recommend to the customer?

- A. Enable the USE_EXTERNAL_COST_CENTER SAP Integration Suite service process parameter.
- B. Enable the External Object ID field in SAP SuccessFactors Employee Central.
- C. Create a key mapping in the PAOCFEC_KMAPCOSC table.
- D. Implement the ODTF_CC_REPLICAT_IDOCS_MODIFY enhancement spot.

Answer: C

NEW QUESTION # 28

When you implement employee master data replication from SAP SuccessFactors Employee Central to SAP ERP, which option must you deselect before you export SAP SuccessFactors HCM picklist(s)?

- A. Include System Generated Job Codes
- B. Import Picklist(s)

- C. Export Data Format
- D. Process as a Batch Process

Answer: A

NEW QUESTION # 29

Your customer is using the cust_shop custom generic object in SAP SuccessFactors Employee Central. This custom object is associated with the standard division Metadata Framework object.

How do you configure the replication of this cust_shop object association to the SAP ERP system?

- **A. Define value mapping details for the mapping of association type to relationship type.**
- B. Create a BAdI implementation for the generation of relationships in SAP ERP.
- C. Define the value mapping entity for cust_shop object and create a BAdI implementation for
- D. Configure the field mapping for the cust_shop object and assign the division value mapping

Answer: A

NEW QUESTION # 30

Your customer has configured a country/region-specific full transmission start date (FTSD), an assignment-specific FTSD, and a general FTSD.

If this configuration applies to an employee during data replication, what will the SAP ERP system use?

- A. Assignment-specific start date
- **B. Latest of the start dates**
- C. General FTSD in template group
- D. Earliest of the start dates

Answer: B

Explanation:

The system chooses the latest of the configured FTSDs to ensure no data is replicated before the defined cut-off across different dimensions (country, assignment, general). This minimizes the risk of redundant or outdated data being pushed.

Reference: FTSD Logic - Data Replication Strategy Guide.

NEW QUESTION # 31

Your customer requires you to set up the initial load from SAP ERP HCM to SAP SuccessFactors.

Which configuration elements do you use in SAP ERP?

Note: There are 2 correct answers to this question.

- A. EC template group
- **B. EC company ID**
- C. EC permission roles
- **D. EC model**

Answer: B,D

NEW QUESTION # 32

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