

# **C\_HRHFC\_2411 Customized Lab Simulation - 2025**

## **First-grade C\_HRHFC\_2411: Valid Dumps SAP**

### **Certified Associate - Implementation Consultant - SAP**

### **SuccessFactors Full Cloud/Core Hybrid Ppt**



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#### **SAP C\_HRHFC\_2411 Exam Syllabus Topics:**

Topic	Details
Topic 1	<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 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>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 4	<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 5	<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 6	<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 7	<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>

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

### NEW QUESTION # 43

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

**Answer: A**

Explanation:

The SAP Business Accelerator Hub is the official platform to explore released APIs, events, and integration artifacts for all SAP solutions.

Reference: SAP Clean Core Best Practices - API Discovery Tools

### NEW QUESTION # 44

What setting needs to be enabled before you can use Business Integration Builder (BIB)-based configuration?

- A. Activate BIB with Provisioning
- B. Maintain the flag in SAP SuccessFactors Employee Central configuration.
- C. Maintain "X" with SAP Integration Suite extensions.
- D. Activate the BIB setting in customizing activity in SAP ERP HCM.

**Answer: A**

#### NEW QUESTION # 45

Your customer wants to create a placeholder record as of the hire date using Infoporter.  
Which switch for view V\_ECPAO\_CONSTANT must be activated?

- A. Additional Event Records
- B. Filter Based on Employment Status
- C. Activate Onboarding
- D. **Fallback Action Type for Hire**

**Answer: D**

#### NEW QUESTION # 46

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 picklists?

- A. Import Picklist(s)
- B. Export Data Format
- C. Process as a Batch Process
- D. **Include System Generated Job Codes**

**Answer: D**

#### NEW QUESTION # 47

Your customer wants to create a placeholder record as of the hire date using Infoporter.  
Which switch for view V\_ECPAO\_CONSTANT must be activated?

- A. Additional Event Records
- B. Filter Based on Employment Status
- C. Activate Onboarding
- D. **Fallback Action Type for Hire**

**Answer: D**

Explanation:

The switch "Fallback Action Type for Hire" ensures that when no specific action type is defined during initial migration, a placeholder record is created using the employee's hire date. This is useful for continuity in employment history.  
Reference: Infoporter Guide - V\_ECPAO\_CONSTANT Configuration Section.

#### NEW QUESTION # 48

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