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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	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 2	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 3	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 4	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	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q44-Q49):

NEW QUESTION # 44

What would prevent a customer from using generic value conversion rules while replicating organizational data from SAP SuccessFactors Employee Central to SAP ERP?

- A. The customer is using SAP SuccessFactors Integration Center for integrations.
- B. The customer is using the Data Replication Monitor to view replication results.
- C. The customer is using Talent Management in SAP SuccessFactors.
- D. The customer is using Employee Central Payroll point-to-point replication.

Answer: D

Explanation:

Employee Central Payroll point-to-point replication bypasses middleware, which disables use of generic value conversion rules configured in integration content (e.g., SAP CPI). This setup uses direct data exchange, limiting customization.

Reference: SAP Organizational Data Replication Guide - Constraints of Point-to-Point Replication

NEW QUESTION # 45

Which of the following compound employee operations return metadata such as <field> elements for segment names or custom fields? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 46

Your customer asks you to implement external event notifications in SAP SuccessFactors Employee Central.

Which design-time components do you define?

Note: There are 3 correct answers to this question.

- A. Business rule
- B. Role
- C. Entity to trigger event
- D. Consumer
- E. Subscriber

Answer: C,D,E

NEW QUESTION # 47

A customer implements employee master data replication and needs to define country-specific mappings. What is the best practice to start the configuration?

- A. Clone the transformation template for existing secondary mappings.
- B. Clone the transformation template group.
- C. Copy sample primary mappings.
- D. Copy sample secondary mappings.

Answer: D

NEW QUESTION # 48

Which of the following segments are filtered out, when the Compound Employee API query is executed with filter parameter suppressUnwantedGlobalInfo? Note: There are 3 correct answers to this question.

- A. employment_information
- B. national_id_card
- C. dependent_information(dependent_personal_information)
- D. jobinformation
- E. personalinformation

Answer: B,C,E

NEW QUESTION # 49

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