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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

Answer: D

NEW QUESTION # 47

What data Web service must be configured for employee data replication using Business Integration Builder in SOAMANAGER?

- A. EmployeeOrganisationalAssignmentReplicationRequest_In
- B. Employee MasterData Bundle ReplicationRequest_In
- **C. EmployeeMasterDataReplicationRequest_In**
- D. EmployeeMasterDataAndOrgAssignmentBundleReplicationRequest_In

Answer: C

NEW QUESTION # 48

Which configuration would you need in the transformation template group when implementing employee data replication from SAP SuccessFactors Employee Central to SAP ERP?

Note: There are 3 correct answers to this question.

- **A. Enable non-filter mode.**
- B. Configure the communication channel.
- **C. Maintain primary and secondary mapping.**
- D. Configure the Web service API user.
- **E. Configure the Employee Central Company ID.**

Answer: A,C,E

NEW QUESTION # 49

Your customer wants to migrate HR data from SAP ERP HCM to SAP SuccessFactors Employee Central. What are the benefits of using the SAP Infoporter tool?

Note: There are 3 correct answers to this question.

- A. Extended cleansing capabilities based on the Data Services tool
- B. Fixed scope for foundation and employee objects, as well as Time Off and Position Management modules
- **C. Support of standard PA and OM infotypes, including custom infotypes**
- **D. Continuous migration for Side-by-Side model**
- **E. Reusable configuration for migration and replication**

Answer: C,D,E

NEW QUESTION # 50

Some of your customer's employees failed the duplication check in the EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI.

Which combinations of event and event reason can you use for these employees to be hired or rehired?

Note: There are 2 correct answers.

- A. Event: HIRE / Event Reason: REHIREDUPL
- **B. Event: HIRE / Event Reason: NEWHIREDUPL**
- C. Event: REHIRE / Event Reason: NEWHIREDUPL
- **D. Event: REHIRE / Event Reason: REHIREDUPL**

Answer: B,D

Explanation:

The EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI allows for logic to resolve duplicate employee issues.

Using special event reasons like NEWHIREDUPL or REHIREDUPL ensures employees are processed with correct logic despite duplication errors. These event reasons are preconfigured in EC.

Reference: SAP Core Hybrid Guide - Duplicate Handling Section.

NEW QUESTION # 51

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