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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 7	<ul style="list-style-type: none">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 8	<ul style="list-style-type: none">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 9	<ul style="list-style-type: none">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 10	<ul style="list-style-type: none">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 (Q10-Q15):

NEW QUESTION # 10

You need to configure the RFC connection from the SAP ERP system to communicate with SAP Integration Suite. Where can you find the endpoint URL for the Target Host field in SAP ERP?

- A. Manage Integration Content # Deployed Integration Flow
- B. Monitor Message Monitoring# Sender Parameters
- **C. Configure Packaged Integration# Process Parameters**
- D. Monitor Message Monitoring # All Integration Flows

Answer: C

Explanation:

The endpoint URL for RFC communication with SAP Integration Suite is available under "Configure Packaged Integration # Process Parameters". This URL is critical for correctly routing IDoc data between systems.

Reference: SAP Cloud Integration Handbook - RFC Target Host Configuration

NEW QUESTION # 11

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 Employee Central Payroll point-to-point replication.**
- D. The customer is using Talent Management in SAP SuccessFactors.

Answer: C

NEW QUESTION # 12

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

Answer: B,C,D

NEW QUESTION # 13

Which entity fully supports HTTP PUT and POST operations?

- **A. Position**
- B. FODepartment
- C. FOCostCenter
- D. PerPersonal

Answer: A

NEW QUESTION # 14

When running the Infoporter Employee Extraction report in Web service mode, what can you use to validate the configuration details

and mappings?

- A. Data mapping check tool
- B. **Test run option**
- C. Admin Center check tool
- D. Report viewer

Answer: B

Explanation:

The "Test run" option in Infoporter allows administrators to simulate the extraction process without sending data. It validates configuration parameters and mapping correctness. This feature is essential to identify potential issues before performing actual data replication.

Reference: Infoporter Administration Guide - Web Service Mode Test Run Section.

NEW QUESTION # 15

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