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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 8	• 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 9	• 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 10	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q35-Q40):

NEW QUESTION # 35

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 Business Integration Builder for replication.
- B. The customer is using Talent Management in SAP SuccessFactors.
- C. The customer is using Employee Central Payroll point-to-point replication.
- D. The customer is using Date Replication Monitor to view replication results.

Answer: A

NEW QUESTION # 36

Your customer needs to integrate with a third-party payroll vendor and has to report employment changes since the last successful replication. Which query mode of the Compound Employee API must you use?

- A. value:none
- **B. value:delta**
- C. value:changesOnly
- D. value:snapshot

Answer: B

NEW QUESTION # 37

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. Include System Generated Job Codes**
- C. Export Data Format
- D. Process as a Batch Process

Answer: B

Explanation:

The "Include System Generated Job Codes" option is specific to internal code generation used for integration metadata. When exporting picklists, this must be deselected to ensure a clean export of only the relevant OptionIDs and Labels needed for mapping in ERP.

Reference: SAP EC Picklist Export Instructions for Integration

NEW QUESTION # 38

Your customer needs to implement cost center replication from SAP ERP to SAP SuccessFactors Employee Central. What type of port do you configure for IDoc communication between SAP ERP and SAP Integration Suite?

- A. ABAP-PI
- B. XML file
- C. XML HTTP
- **D. Transactional RFC**

Answer: D

NEW QUESTION # 39

Your customer wants to use "server pagination" to manage a large number of results from an OData query operation. Which options are available for the customer?

Note: There are 2 correct answers to this question.

- **A. Cursor-based pagination**
- B. Snapshot pagination
- C. Dynamic pagination
- **D. Client offset pagination**

Answer: A,D

NEW QUESTION # 40

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