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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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 9	• 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 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q36-Q41):

NEW QUESTION # 36
Which customer requirement specifies using a Core Hybrid scenario?

- A. Move PA/OM to SAP SuccessFactors. . Keep Payroll/Time & Attendance in on-premise SAP ERP HCM.
- B. Move talent processes to SAP SuccessFactors. . Keep PA/OM, Payroll/Time & Attendance in on-premise SAP ERP HCM.
- C. Move PA/OM and Time & Attendance to SAP SuccessFactors with no HR processes running on SAP ERP.
- D. Move core HR processes of selected countries to SAP SuccessFactors.

Answer: A

NEW QUESTION # 37
Your customer is integrating a new UI with SAP ERP HCM for employee self-service scenarios.
Which picklist values do you use for the RuleType field to trigger the business rule?

Note: There are 3 correct answers to this question.

- A. onExecute
- B. onIncrement
- C. onView
- D. onSave
- E. onChange

Answer: B,D,E

NEW QUESTION # 38

You want to clone the transformation template used when you replicate employee master data from SAP SuccessFactors Employee Central to SAP ERP. What must you do before you start the cloning process?
Note: There are 2 correct answers to this question.

- A. Configure value mapping of subtypes in scope for the field mapping.
- B. Define field mapping for the transformation template group in view cluster VC ECPAO MAP.
- C. Define country-specific Infotypes and subtypes for cloning templates customizing.
- D. Restrict employee master data replication to certain countries.

Answer: A,B

NEW QUESTION # 39

Which of the following formats can you use when you extract data from SAP SuccessFactors using the Compound Employee API?

- A. CSV format
- B. JSON format
- C. Atom Syndication Format
- D. XLSX format

Answer: C

NEW QUESTION # 40

Which organizational structure objects can you replicate as organizational units from SAP SuccessFactors Employee Central to SAP ERP?
Note: There are 2 correct answers to this question.

- A. Departments
- B. Location
- C. Divisions
- D. Positions

Answer: A,C

NEW QUESTION # 41

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