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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

Topic 5	• 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 6	• 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 7	• 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 8	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q49-Q54):

NEW QUESTION # 49
With SAP ERP to Employee Central packaged integration, which of the following parameters do you need to set on a sender adapter using the OData upsert operation?
Note: There are 3 correct answers.

- A. Content type
- B. Legal entity name
- C. Address
- D. Authentication type
- E. Adapter type

Answer: A,C,D

Explanation:
In the OData Upsert configuration for packaged integration:
* Authentication typedefines how the adapter connects securely to SuccessFactors.
* Addressspecifies the endpoint URL for the OData service.
Reference: SAP Cloud Integration Guide - OData Sender Adapter Configuration Section.

NEW QUESTION # 50
Which of the following OData data operations support both Update and Create?

- A. POST with entity name
- B. PUT with entity name
- C. POST with purgeType=incremental
- D. POST with purgeType=full

Answer: A

Explanation:
APOST requestto an entity in OData API is used for bothcreating new recordsandupdating existing ones, depending on whether the record already exists. This is a common pattern in OData "upsert" logic.
Reference: OData API Developer Guide - Upsert Operation Behavior

NEW QUESTION # 51
You have selected the BADI Mapping mapping mode in the Define Field Mapping for Employee Data Customizing activity.
Which BAdl do you use for custom field mapping with data replication from SAP ERP HCM to SAP SuccessFactors Employee Central?

- A. EX_ECPAO_EMP_VALIDITY_TAB
- B. EX ECPAO_EMP_DATA_EXTRACT_OUT
- C. ECPAO_IN_EXT_PERNR_MAP
- D. EX_ECPAO_EMP_USYID_PRN_UNM_MAP

Answer: C

NEW QUESTION # 52
Which customer requirement specifies using a Core Hybrid scenario?

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

Answer: C

NEW QUESTION # 53
Which of the following HTTP operations are supported by OData? Note: There are 2 correct answers to this question

- A. Filter
- B. Select
- C. Delete
- D. Get

Answer: A,B

NEW QUESTION # 54

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