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### SAP C\_HRHFC\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q59-Q64):

### NEW QUESTION # 59

Your customer wants to replicate cost center master data from SAP ERP to SAP SuccessFactors Employee Central, using SAP Cloud Platform Integration service. Where is the endpoint URL defined?

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

**Answer: C**

### NEW QUESTION # 60

Your customer would like to schedule Business Integration Builder-based employee data replication to check for changes in SAP SuccessFactors Employee Central every 30 minutes.

Where does the integration need to be scheduled?

- A. Provisioning
- **B. SAP Integration Suite**
- C. SAP SuccessFactors Employee Central
- D. SAP ERP HCM

**Answer: B**

Explanation:

The SAP Integration Suite (formerly known as CPI) handles the scheduling of jobs for BIB-based replication.

You configure timers to run every 30 minutes to query changes from EC and push them to SAP ERP.

Reference: SAP Integration Suite Scheduling Configuration Guide - Replication Flow Setup.

### NEW QUESTION # 61

Which SAP ERP Enhancement Packages support Payroll UI integration with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- A. SAP ERP Enhancement Package 7
- B. SAP ERP Enhancement Package 8
- C. SAP ERP Enhancement Package 4
- D. SAP ERP Enhancement Package 3

**Answer: A,B**

### NEW QUESTION # 62

A customer implements employee master data replication and needs to define country-specific mappings.

What is the best practice to start the configuration?

- A. Clone the transformation template for existing secondary mappings.
- B. Clone the transformation template group.
- C. Copy sample primary mappings.
- D. Copy sample secondary mappings.

**Answer: B**

### NEW QUESTION # 63

What setting needs to be enabled before you can use Business Integration Builder (BIB)-based configuration?

- A. Maintain the flag in SAP SuccessFactors Employee Central configuration.
- B. Activate the BIB setting in customizing activity in SAP ERP HCM.
- C. Maintain "X" with SAP Integration Suite extensions.
- D. Activate BIB with Provisioning.

**Answer: D**

### NEW QUESTION # 64

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