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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q41-Q46):

NEW QUESTION # 41

Which deployment model suits a customer using SAP ERP HCM partially and needing SAP SF talent modules?

- A. Talent Hybrid
- B. Side by Side
- **C. Core Hybrid**
- D. Full Cloud

Answer: C

Explanation:

The Core Hybrid model fits this scenario: the customer retains SAP ERP HCM for payroll/time, but uses Employee Central as the

core HR system across locations, integrating with Talent solutions in the cloud.

Reference: SAP Core Hybrid Model Overview - Use Cases

NEW QUESTION # 42

Which of the following guidelines should you follow when using basic extensibility to replicate from SAP Success Factors Employee Central to SAP ERP HCM?

Note: There are 2 correct answers to this question.

- A. You CANNOT map fields from Job Info and Compensation Info to the Basic Pay Wage Type (LGART) field.
- B. You can only map Employee Central Personal Information to SAP ERP Info type 0002.
- C. You can map Employee Central standard and custom fields to SAP ERP HCM standard or customer fields.
- D. You can go to IMG-> SAP Customizing Implementation Guide > Personnel Management -> Integration with Success Factors Employee Central -> Business Integration Builder -> Business Add-ins (BAdis) to configure basic extensibility.

Answer: C,D

NEW QUESTION # 43

To which value do you have to set the maximum password day to keep the API user from expiring?

- A. 0 days
- B. -365 days
- C. 1 day
- D. -1 day

Answer: D

Explanation:

To prevent the API user from password expiration, the Maximum Password Age should be set to -1. This value ensures the password never expires, which is critical for uninterrupted integration between SAP SuccessFactors and SAP ERP. This configuration is typically done in the provisioning environment where integration user credentials are maintained.

Reference: SAP Core Hybrid Integration Guide - User Authentication Configuration Section.

NEW QUESTION # 44

You want to set up integration between SAP ERP and SAP SuccessFactors Employee Central. Which of the following back-end tools uses simple configuration steps instead of coding to set up all parameters and data mapping?

- A. Extension Center
- B. **Business Integration Builder**
- C. Integration Center
- D. Migration Center

Answer: B

NEW QUESTION # 45

On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- A. SAP_APPL 600 SP15 or higher
- B. PA_SE_IN 100 add-on
- C. SAP_APPL 531
- D. SFIHCM03 add-on 1.0

Answer: A,D

NEW QUESTION # 46

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