

100% Pass Accurate SAP - C-HRHFC-2411 - New SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Test Blueprint



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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	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 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	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 6	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 7	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 8	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 (Q31-Q36):

NEW QUESTION # 31

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

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

Answer: D

Explanation:

BIB must be activated in Provisioning (backend SAP SuccessFactors admin tool). This activation enables the metadata and templates required for BIB to function during replication from EC to SAP ERP.

Reference: Provisioning Settings for BIB Enablement Guide

NEW QUESTION # 32

Which of the following HTTP operations are supported by OData?

Note: There are 2 correct answers.

- A. FILTER
- B. SELECT
- C. GET
- D. DELETE

Answer: C,D

Explanation:

OData supports standard REST operations:

* GET- read data

Reference: OData REST Standards - Supported HTTP Methods

NEW QUESTION # 33

In a Side-by-Side deployment model, which module can be optional for either SAP ERP or SAP SuccessFactors?

- A. Time & Attendance
- B. Workforce Analytics
- C. Organizational Management
- D. Payroll

Answer: D

Explanation:

Payroll can remain in either SAP ERP or be moved to SAP SuccessFactors EC Payroll based on customer needs in a Side-by-Side model. It does not mandate replication or coexistence, allowing flexibility.

Reference: Deployment Models - Side-by-Side Setup Guide.

NEW QUESTION # 34

Your customer has configured a country/region-specific full transmission start date (FTSD), an assignment-specific FTSD, and a general FTSD.

If this configuration applies to an employee during data replication, what will the SAP ERP system use?

- A. General FTSD in template group
- B. Latest of the start dates
- C. Assignment-specific start date
- D. Earliest of the start dates

Answer: B

Explanation:

The system chooses the latest of the configured FTSDs to ensure no data is replicated before the defined cut-off across different dimensions (country, assignment, general). This minimizes the risk of redundant or outdated data being pushed.

Reference: FTSD Logic - Data Replication Strategy Guide.

NEW QUESTION # 35

Your customer needs to implement cost center replication from SAP ERP to SAP SuccessFactors Employee Central. They have multiple SAP ERP Financials systems in their landscape with similar cost center names.

What activity do you recommend to the customer?

- A. Enable the External Object ID field in SAP SuccessFactors Employee Central.
- B. Implement the ODTF_CC_REPLICAT_IDOCS_MODIFY enhancement spot.
- C. Enable the USE_EXTERNAL_COST_CENTER SAP Integration Suite service process parameter.
- D. Create a key mapping in the PAOCFEC_KMAPCOSC table.

Answer: D

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