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SAP C_HRHFC_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 (Q26-Q31):

NEW QUESTION # 26

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. Restrict employee master data replication to certain countries.
- B. Define field mapping for the transformation template group in view cluster VC_ECPAO_MAP.
- C. Restrict employee master data to active employees.
- D. Configure value mapping of subtypes in scope for the field mapping.

Answer: B,D

NEW QUESTION # 27

Your customer wants to use an MDF picklist with the OptionID for SAP SuccessFactors Employee Central to SAP ERP HCM replication using Business Integration Builder.

Which value do you need to configure in the Constants table for the Mode of the Picklist File?

- A. Y
- B. 0

- C. Blank
- D. X

Answer: D

Explanation:

In the context of SAP SuccessFactors Employee Central to SAP ERP HCM replication using Business Integration Builder, the Mode of the Picklist File in the Constants table is typically configured with the value X to indicate that the file is in picklist file mode for replication purposes. This setting ensures the integration works correctly for replicating employee data between the systems. Setting the picklistMode to 'X' in the Constants table ensures the replication process uses OptionID values from MDF picklists. This method is preferred for aligning coded values (such as gender or marital status) between EC and ERP.
Reference: BIB Constants Table Documentation - Picklist File Mode Configuration.

NEW QUESTION # 28

Your customer is using SAP ERP HCM as the system of record for employee data. Your customer wants to use the SAP SuccessFactors homepage as a global UI hub for the employees. Additionally, employee self-services should be triggered from SAP SuccessFactors.

Which deployment model do you suggest for the UI integration?

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

Answer: D

NEW QUESTION # 29

Your customer wants to manage a large result set using OData. What options support server pagination?

Note: There are 2 correct answers.

- A. Snapshot pagination
- B. Dynamic pagination
- C. Client offset pagination
- D. Cursor-based pagination

Answer: C,D

Explanation:

SAP OData supports:

* Cursor-based pagination using \$skiptoken

Reference: OData API Guide - Server-Side Pagination

NEW QUESTION # 30

Which activities do you perform in SAP ERP to send cost center data to the SAP Cloud Platform Integration service?

Note: There are 3 correct answers to this question.

- A. Install add-on component PA_SE_IN 100 in SAP ERP.
- B. Add root certificates from the SAP Cloud Platform Integration service in the Trust Manager of SAP ERP.
- C. Configure ALE communication in SAP ERP.
- D. Activate the cost center Web service in SAP ERP.
- E. Configure report ODTF REPL_CC in SAP ERP.

Answer: B,C,E

NEW QUESTION # 31

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