

# Original C\_HRHFC\_2411 Questions - C\_HRHFC\_2411 Exam Pass Guide



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

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>• 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.</li></ul>                                                                                                                                                                                           |
| Topic 2 | <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 3 | <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>                |
| 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>• 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>                                                                                    |

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q18-Q23):

#### NEW QUESTION # 18

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

**Answer: A**

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 # 19

Which query mode reports employment changes since the last replication?

- A. value:none
- B. value:changesOnly
- C. value:snapshot
- D. value:delta

**Answer: D**

Explanation:

The delta mode retrieves only changes since the last successful replication, ideal for payroll or auditing.

Reference: SAP CompoundEmployee API - Delta Mode Behavior

#### NEW QUESTION # 20

You need to configure the RFC connection from the SAP ERP system to communicate with SAP Integration Suite. Where can you find the endpoint URL for the Target Host field in SAP ERP?

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

**Answer: A**

#### NEW QUESTION # 21

You are replicating employees from SAP SuccessFactors Employee Central to SAP ERP and the replication of event reasons

results in two status- changing action types that are logged with the same start date for the same employee.  
What should you do to prevent the processing in the SAP ERP system from being aborted?

- A. **Override the default system behavior by defining how SAP ERP will react to multiple status changing event reasons.**
- B. Change the start date of one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- C. Add a change date request to one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- D. Delete one of the status-changing event reasons in SAP SuccessFactors Employee Central.

**Answer: A**

#### NEW QUESTION # 22

What data Web service must be configured for employee data replication using Business Integration Builder in SOAMANAGER?

- A. EmployeeMasterDataAndOrgAssignmentBundle ReplicationRequest\_In
- B. EmployeeMasterDataReplication Request\_In
- C. **EmployeeMasterDataBundleReplicationRequest\_In**
- D. EmployeeOrganisationalAssignmentReplicationRequest\_In

**Answer: C**

#### NEW QUESTION # 23

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