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## SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>• 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.</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>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 5	<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 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<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 8	<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 9	<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 10	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q55-Q60):

### NEW QUESTION # 55

Which of the following are characteristics of the Employee Central custom objects in organizational replication?

Note: There are 2 correct answers to this question.

- A. Custom objects should always be multiple use.
- B. Custom objects must be effective dated.
- C. Custom objects can be created for any organizational structural object.
- D. Custom objects need to be mapped using custom templates.

**Answer: B,D**

**NEW QUESTION # 56**

Your customer needs to extend a Metadata Framework (MDF) object for the Compound Employee API to extract the data. Which of the following requirements need to be fulfilled?

Note: There are 3 correct answers to this question.

- A. MDF object version history is set to complete history.
- B. MDF object must be country-specific.
- C. MDF object has a user relation.
- D. API visibility on MDF object is set to read only or editable.
- E. MDF object needs to be a composite object.

**Answer: A,C,D**

**NEW QUESTION # 57**

You need to map language keys from SAP SuccessFactors Employee Central to SAP ERP. Where do you define this mapping?

- A. SAP HCM Transaction Code: SOAMANAGER - Configure the EmployeeOrgAssignmentRequest Web service
- B. SAP HCM  
Customizing activity Define Field Mapping for Employee Data
- C. SAP HCM  
Customizing activity Map Languages from Employee Central and SAP ERP HCM
- D. SAP SuccessFactors Employee Central  
Picklist Mapping Setup → Select Language

**Answer: C**

**NEW QUESTION # 58**

For which infotype can you use basic extensibility to replicate information from the SAP SuccessFactors Employee Central Compensation Information portlet?

- A. Basic Pay (0008)
- B. Recurring Payments/Deductions (0014)
- C. Additional Payments (0015)
- D. Additional Off-Cycle Payments (0267)

**Answer: A**

**NEW QUESTION # 59**

Your customer requires you to set up the initial load from SAP ERP HCM to SAP SuccessFactors. Which configuration elements do you use in SAP ERP?

Note: There are 2 correct answers.

- A. EC template group
- B. EC company ID
- C. EC permission roles
- D. EC model

**Answer: B,D**

Explanation:

To configure the initial load, you need to:

\* Define the EC company ID, which maps the company codes between systems.

Reference: Infoporter Configuration and Initial Load Guide.

## NEW QUESTION # 60

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