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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.
Topic 4	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 5	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.

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 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 8	• 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.
Topic 9	• 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 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q60-Q65):

NEW QUESTION # 60

Your customer wants to report employee data on the first day of every month. Which parameter of the Compound Employee API do you use?

- A. Snapshot_date = first day of month
- **B. Start_date = first day of month**
- C. Effective_end_date = first day of month

Answer: B

NEW QUESTION # 61

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 needs to be a composite object.
- **C. API visibility on MDF object is set to read only or editable.**

- D. MDF object has a user relation.
- E. MDF object must be country-specific.

Answer: A,C,D

NEW QUESTION # 62

When you implement employee master data replication from SAP SuccessFactors Employee Central to SAP ERP, which option must you deselect before you export SAP SuccessFactors HCM picklists?

- A. Include System Generated Job Codes
- B. Import Picklist(s)
- C. Export Data Format
- D. Process as a Batch Process

Answer: C

NEW QUESTION # 63

What SAP SuccessFactors Employee Central fields support temporary national IDs in Business Integration Builder?

Note: There are 2 correct answers.

- A. Temporary ID
- B. Temporary address
- C. Is Temporary
- D. Temporary host address

Answer: A,C

Explanation:

In the Business Integration Builder (BIB), the "Is Temporary" flag indicates the national ID is temporary, and "Temporary ID" holds the actual value. These fields are essential for handling scenarios where an employee doesn't yet have a permanent ID, such as new hires.

Reference: Business Integration Builder Guide - National ID Handling Section.

NEW QUESTION # 64

Your customer would like to schedule the Business Integration Builder-based employee data replication to check for changes in SAP SuccessFactors Employee Central every 30 minutes. Where does the integration need to be scheduled?

- A. Provisioning
- B. SAP ERP HCM
- C. SAP Integration Suite
- D. SAP SuccessFactors Employee Central

Answer: C

NEW QUESTION # 65

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