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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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 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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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	<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.
Topic 9	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q72-Q77):

NEW QUESTION # 72

Your customer asks you to implement external event notifications in SAP SuccessFactors Employee Central.

Which design-time components do you define?

Note: There are 3 correct answers to this question.

- A. Role
- B. Business rule
- C. Subscriber
- D. Consumer
- E. Entity to trigger event

Answer: C,D,E

NEW QUESTION # 73

Your customer uses SAP SuccessFactors Employee Central with Position Management. Some employees do NOT have any position assigned. The customer requires that you set up the synchronization of reporting lines to SAP ERP for all employees. Why do you recommend deployment of the standard Organizational Assignment Replication integration package?

- A. Because the manager of the organizational unit relationship is always replicated to SAP ERP
- B. Because the position is NOT required for employee-manager relationships in SAP ERP
- C. Because the employee is NOT replicated successfully until a valid position is assigned
- **D. Because the position is created by the integration add-on if NO position is sent to SAP ERP**

Answer: D

NEW QUESTION # 74

On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?
Note: There are 2 correct answers.

- **A. SFIHCM03 add-on 1.0**
- **B. SAP APPL 600 SP15 or higher**
- C. PA_SE_IN 100 add-on
- D. SAP_APPL 531

Answer: A,B

Explanation:

For Core Hybrid deployment, SFIHCM03 provides core replication functionalities while SAP_APPL 600 SP15 or higher ensures the ERP system is on a compatible release level to support integration scenarios.

Reference: Core Hybrid Configuration Guide - Prerequisites Section.

NEW QUESTION # 75

Your customer wants to create a placeholder record as of the hire date using Infoporter. Which switch for view V_ECPAO_CONSTANT must be activated?

- **A. Fallback Action Type for Hire**
- B. Filter Based on Employment Status
- C. Activate Onboarding
- D. Additional Event Records

Answer: A

NEW QUESTION # 76

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

- A. Additional Payments (0015)
- B. Additional Off-Cycle Payments (0267)
- C. Time Quota Compensation (0416)
- **D. Basic Pay (0008)**

Answer: D

NEW QUESTION # 77

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