

# SAP C-HRHFC-2411 Exam Questions For Greatest Achievement [Updated 2025]



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

Topic	Details
Topic 1	<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>

Topic 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<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 8	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q12-Q17):

### NEW QUESTION # 12

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 531
- C. PA\_SE\_IN 100 add-on
- D. SAP APPL 600 SP15 or higher

**Answer: A,D**

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 # 13

You need to enable communication between the SAP ERP and SAP SuccessFactors systems. In which tool do you enable the SFAPI and SFAPI ad hoc settings?

- A. SAP SuccessFactors Integration Center
- B. SAP SuccessFactors role-based permissions
- C. SAP SuccessFactors Provisioning
- D. SAP SuccessFactors Admin Center

**Answer: C**

#### NEW QUESTION # 14

Which tools are used for transporting and mapping data during migration and replication?

Note: There are 2 correct answers.

- A. HRIS Sync
- B. Business Integration Builder
- C. Integration Center
- D. Infoporter

**Answer: A,D**

Explanation:

\* HRIS Sync synchronizes EC data structures with legacy SAP data.

Reference: SAP EC Data Migration Tools - Infoporter and HRIS Sync Roles

#### NEW QUESTION # 15

You need to monitor the status of data replication between SAP SuccessFactors Employee Central and SAP ERP.

What options are available in the Data Replication Monitor to manage all entries?

Note: There are 3 correct answers to this question.

- A. Add notes to entries
- B. Show only last 15 minutes
- C. Filter by country
- D. Delete duplicate entries
- E. Mark high priority entries

**Answer: A,D,E**

#### NEW QUESTION # 16

Which query mode reports employment changes since the last replication?

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

**Answer: D**

Explanation:

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

Reference: SAP Compound Employee API - Delta Mode Behavior

## NEW QUESTION # 17

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