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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q48-Q53):

#### NEW QUESTION # 48

Your customer implemented all available BADls during employee replication, but the interface behaves unexpectedly. You are validating the BADl implementations by checking the sequence in which they are triggered during the replication.

Which sequence is correct?

- A. Decide Hire Rehire BADl  
Mapping External Personnel Numbers BADl  
Change Logic for Filling Standard Infotypes BADl  
Exclude Infotype Records from Deletion BADl  
Add Non-Standard Infotypes BADl
- B. Exclude Infotype Records from Deletion BADl  
Mapping External Personnel Numbers BADl  
Change Logic for Filling Standard Infotypes BADl  
Decide Hire Rehire BADl  
Add Non-Standard Infotypes BADl
- C. Change Logic for Filling Standard Infotypes BADl  
Add Non-Standard Infotypes BADl  
Mapping External Personnel Numbers BADl  
Exclude Infotype Records from Deletion BADl  
Decide Hire Rehire BADl
- D. Mapping External Personnel Numbers BADl  
Decide Hire Rehire BADl  
Add Non-Standard Infotypes BADl  
Change Logic for Filling Standard Infotypes BADl  
Exclude Infotype Records from Deletion BADl

**Answer: A**

#### NEW QUESTION # 49

Using an extension platform, your customer requires a user interface based on role-based permissions and concurrent user access. Which of the following does SAP recommend you use?

- A. SOAP-based compound API
- B. OData API

- C. SOAPAPI
- D. File import/export

**Answer: B**

#### NEW QUESTION # 50

Which of the following can you use to explore released APIs?

- **A. SAP Business Accelerator Hub**
- B. SAP Integration Suite
- C. SAP Application Interface Framework

**Answer: A**

Explanation:

The SAP Business Accelerator Hub is the official platform to explore released APIs, events, and integration artifacts for all SAP solutions.

Reference: SAP Clean Core Best Practices - API Discovery Tools

#### NEW QUESTION # 51

Employee master data replication from SAP SuccessFactors Employee Central to SAP ERP requires the deployment of two types of credentials on the SAP Cloud Platform Integration service.

What is an example of a user name for the default type credential artifact?

- A. myECCCompanyID@myAdminUser
- B. myAdminUser@myCredentialName
- C. myECCCompanyID@myAdminPassword
- **D. myAdminUser@myECCCompanyID**

**Answer: D**

#### NEW QUESTION # 52

Where in SAP SuccessFactors do you create a picklist for the RuleType field for Employee Self-Service (ESS) services in SAP ERP?

- A. Configure Business Rules
- **B. Manage Data**
- C. Manage Business Configuration
- D. Configure Object Definitions

**Answer: B**

#### NEW QUESTION # 53

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