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**Exam** : **C\_HRHFC\_2411**

**Title** : SAP Certified Associate -  
Implementation Consultant -  
SAP SuccessFactors Full  
Cloud/Core Hybrid

**Vendor** : SAP

**Version** : DEMO

**NO.1** To report employee data on the first day of the month, which parameter is used?

- A. start\_date = first day of month
- B. effective\_end\_date = first day of month
- C. snapshot\_date = first day of month

**Answer:** A

Explanation:

The start\_date parameter defines the beginning of the reporting period. For monthly reports, set it to the first of the month.

Reference: CompoundEmployee API Documentation - Query Parameters

**NO.2** 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.

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

**Answer:** A B C

Explanation:

The Data Replication Monitor allows administrative actions including marking high-priority entries for tracking, adding notes for collaboration, and removing duplicates to maintain clean data flow. These are key to managing replication issues.

Reference: Integration Monitor Guide - Functionality Overview.

**NO.3** When running the Infoporter Employee Extraction report in Web service mode, what can you use to validate the configuration details and mappings?

- A. Test run option
- B. Data mapping check tool
- C. Report viewer
- D. Admin Center check tool

**Answer:** A

Explanation:

The "Test run" option in Infoporter allows administrators to simulate the extraction process without sending data. It validates configuration parameters and mapping correctness. This feature is essential to identify potential issues before performing actual data replication.

Reference: Infoporter Administration Guide - Web Service Mode Test Run Section.

**NO.4** What are characteristics of custom organizational MDF objects in replication?

Note: There are 2 correct answers.

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

**D.** Custom objects should always be multiple use.

**Answer:** A B

\* Custom templates are required to map custom objects.

Reference: SAP Organizational Integration Guide - Custom MDF Objects Replication Rules

**NO.5** 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.** Export Data Format

**B.** Process as a Batch Process

**C.** Include System Generated Job Codes

**D.** Import Picklist(s)

**Answer:** C

Explanation:

The "Include System Generated Job Codes" option is specific to internal code generation used for integration metadata. When exporting picklists, this must be deselected to ensure a clean export of only the relevant OptionIDs and Labels needed for mapping in ERP.

Reference: SAP EC Picklist Export Instructions for Integration

**NO.6** Which deployment models use UI integration between SAP ERP HCM and SAP SuccessFactors Employee Central?

Note: There are 2 correct answers.

**A.** Full Cloud

**B.** Talent Hybrid

**C.** Side by Side

**D.** Core Hybrid

**Answer:** C D

Explanation:

UI integration is primarily used in:

\* Side-by-Side: Some processes are in EC, others in SAP ERP.

Reference: SAP Deployment Models Overview - Integration Layer and UI Logic

**NO.7** How do you define a filter for the status of organizational objects during replication of departments?

**A.** Configure add-on at variable object level

**B.** Middleware configuration at object level

**C.** Configure add-on at data record level

**D.** Middleware configuration at data record level

**Answer:** D

Explanation:

Filters based on status (like active/inactive) are set in the middleware layer (e.g., SAP Integration Suite) at the data record level, allowing precise control over what records are transmitted.

Reference: SAP Middleware Content Guide - Organizational Object Filtering

**NO.8** What tool verifies the consistency between EC and SAP ERP data models before replication?

- A.** Infoporter
- B.** Intelligent Services
- C.** Check tool
- D.** HRIS Sync tool

**Answer:** C

Explanation:

The Check Tool is used to validate configuration consistency, ensuring that fields and values match between EC and ERP before replication.

Reference: SAP Admin Guide - Using the Check Tool