

DUMPS ARENA

SAP Certified Integration Associate SAP SuccessFactors Full Cloud/Core Hybrid 1H/2022

SAP C HRHFC 2211

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

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 position is created by the integration add-on if NO position is sent to SAP ERP
- D. Because the employee is NOT replicated successfully until a valid position is assigned

ANSWER: C**QUESTION NO: 2**

Your customer is using the cust_shop custom generic object in SAP SuccessFactors Employee Central. This custom object is associated with the standard division Metadata Framework object.

How do you configure the replication of this cust_shop object association to the SAP ERP system?

- A. Define value mapping details for the mapping of association type to the relationship type.
- B. Create BAdI implementation for the generation of relationships in SAP ERP.
- C. Configure the field mapping for the cust_shop object and assign the division value mapping entity to the division field.
- D. Configure the value mapping entity for the cust_shop object and assign it using the field mapping for the relationship template.

ANSWER: C**QUESTION NO: 3**

What are the benefits of using the new organizational replication process? Note: There are 2 correct answers to this question.

- A. Objects are replicated directly into the Organizational Management database.
- B. Custom Metadata Framework objects can be replicated from SAP SuccessFactors Employee Central.
- C. BAdI implementation is NOT necessary to process custom fields and relationships.
- D. The customer can monitor the replication process using the Data Replication Monitor.

ANSWER: A B

QUESTION NO: 4

Which SAP ERP Enhancement Packages support Payroll UI integration with SAPSuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- A. SAP ERP Enhancement Package 7
- B. SAP ERP Enhancement Package 4
- C. SAP ERP Enhancement Package 3
- D. SAP ERP Enhancement Package 8

ANSWER: A D

QUESTION NO: 5

Some of your customer's employees failed the duplication check in the EX_PAOCF EC_DECIDE_HIRE_REHIRE BAdI.

Which combinations of event and event reason can you use for these employees to be hired or rehired? Note: There are 2 correct answers to this question.

- A. Event: REHIRE . Event Reason : NEWHIREDUPL
- B. Event: REHIRE . Event Reason : REHIREDUPL
- C. Event: HIRE . Event Reason : REHIREDUPL
- D. Event: HIRE . Event Reason : IGNOREDUPL

ANSWER: A C

QUESTION NO: 6

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 must be country-specific.
- C. API visibility on MDF object is set to read only or editable.
- D. MDF object has a user relation.

E. MDF object needs to be a composite object.

ANSWER: A C D

QUESTION NO: 7

Which reliable message protocol do you configure in the SOA Manager of SAP ERP?

- A. HTTPS
- B. OData
- C. WS-RM 2005/02
- D. SOAP

ANSWER: C

QUESTION NO: 8

Which mapping must be set up if you want to replicate employee master data that includes country-specific fields?

- A. Field
- B. Secondary
- C. Primary
- D. Value

ANSWER: D

QUESTION NO: 9

Your customer requires you to set up the initial load from SAP ERP HCM to SAP SuccessFactors.

Which configuration elements do you use in SAP ERP?

Note: There are 2 correct answers to this question.

- A. EC model
- B. EC template group
- C. EC permission roles
- D. EC company ID

ANSWER: B C

QUESTION NO: 10

Your customer is using SAP ERP HCM as the system of record for employee data. Your customer wants to use the SAP SuccessFactors homepage as a global UI hub for the employees. Additionally, employee self-services should be triggered from SAP SuccessFactors.

Which deployment model do you suggest for the UI integration?

- A. Full Cloud
- B. Side-by-Side
- C. Talent Hybrid
- D. Core Hybrid

ANSWER: D