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

**SAP C HRHFC 2211**

**Version Demo**

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## QUESTION NO: 1

Which deployment models use UI Integration between SAP ERP HCM and SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

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

**ANSWER: B C**

## QUESTION NO: 2

What data Web service must be configured for the employee data replication using Business Integration Builder in SOAMANAGER?

- A. EmployeeMasterDataBundleReplicationRequestJn
- B. EmployeeMasterDataAndOrgAssignmentBundleReplicationRequestJn
- C. EmployeeOrganisationalAssignmentReplicationRequest\_In
- D. EmployeeMasterDataReplicationRequest\_In

**ANSWER: B**

## QUESTION NO: 3

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. SOAPAPI
- B. File import/export
- C. SOAP-based compound API
- D. OData API

**ANSWER: D**

## QUESTION NO: 4

Some of your customer's employees failed the duplication check in the EX\_PAO CF 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: 5

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

Which sequence is correct?

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

**ANSWER: A**

## QUESTION NO: 6

Your customer wants to restrict access to the Data Replication Monitor to specific administrators based on their country assignment. How can you accomplish this?

- A. Enable by-country views in DRM.
- B. Configure role-based permissions.
- C. Configure DRM for each country.
- D. Filter by country in DRM.

**ANSWER: B**

## QUESTION NO: 7

What SAP SuccessFactors Employee Central fields support Temporary National IDs in Business Integration Builder?

Note: There are 2 correct answers to this question.

- A. Temporary host address
- B. Temporary address
- C. Temporary ID
- D. Is Temporary

**ANSWER: C D**

## QUESTION NO: 8

Your customer wants to migrate HR data from SAP ERP HCM to SAP SuccessFactors Employee Central. What are the benefits of using the SAP Infoporter tool?

Note: There are 3 correct answers to this question.

- A. Reusable configuration for migration and replication
- B. Support of standard PA and OM infotypes, including custom infotypes
- C. Continuous migration for Side-by-Side model
- D. Fixed scope for foundation and employee objects, as well as Time Off and Position Management modules
- E. Extended cleansing capabilities based on the Data Services tool

**ANSWER: A B C**

## QUESTION NO: 9

Your customer wants to delete and reload employee job information by using the OData API. Which operation parameter must you use in the OData API query with the upsert action?

- A. purge Type=reload
- B. purge Type=reloadfull
- C. purge Type=full
- D. purge Type=incremental

**ANSWER: C**

## QUESTION NO: 10

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**