

SAP.C-HRHFC-2205.v2023-04-13.q31

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NEW QUESTION: 1

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

After executing an OData API query on your customer's SAP SuccessFactors Employee Central instance, you receive an HTTP timeout. What does SAP recommend you do?

- A. Refresh metadata and retry.
- B. Retry the query immediately.
- C. Waft five minutes and retry.
- D. Execute a test login API query.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 3

When moving from the SAP ERP HCM test system to the productive environment, which IMG activity must be performed in the productive ERP client?

- A. Allow data replication from SAP SuccessFactors Employee Central for Payroll Areas in Correction phase.
- B. Update any value mappings that are configured.
- C. Define parameters for Employee Master Data and Organization Assignment Query.
- D. Import picklists from SAP SuccessFactors Employee Central.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 4

For which infotype can you use basic extensibility to replicate information from the SAP SuccessFactors Employee Central Compensation Information portlet?

- A. Additional Off-Cycle Payments (0267)
- B. Basic Pay (0008)
- C. Additional Payments (0015)
- D. Recurring Payments/Deductions (0014)

Answer: B (LEAVE A REPLY)

NEW QUESTION: 5

Where can you find the option to enable UI integration of SAP SuccessFactors Employee Central with SAP ERP systems?

- A. Upgrade Center
- B. Provisioning
- C. Integration Center
- D. Role-Based Permissions

Answer: B (LEAVE A REPLY)

NEW QUESTION: 6

Your customer wants to continue using SAP ERP HCM on premise, but is having trouble getting a complete overview of their workforce because NOT all their global locations have fully implemented SAP ERP HCM on premise. They also want to implement SAP SuccessFactors talent modules in the cloud. Which integration deployment methodology would be a good choice?

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 7

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 8

You need to set up delta transmission for organizational assignment data from SAP SuccessFactors Employee Central to SAP ERP.

Which method do you set up in SAP SuccessFactors Employee Central?

- A. SFAPI ad hoc report
- B. Compound Employee API
- C. EmpJob OData Web service
- D. Provisioning-based scheduled Quartz job

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which of the following are effective ways to improve the performance of OData query operations?

Note: There are 3 correct answers to this question.

- A. Match client wait time to system wait time.
- B. Keep transactions simple.

- C. Choose the optimal OData base entity.
- D. Use small page sizes for paginated data.
- E. Maximize the use of multi-threading.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

In Business Integration Builder, a customer needs to format the value entered in SAP SuccessFactors Employee Central (EC) when it differs from the expected value in SAP ERP. What conversion rules can be implemented?

Note: There are 3 correct answers to this question.

- A. Multiply with a number.
- B. Adjust string to length.
- C. Unpack EC field to adjust value in SAP ERP.
- D. Convert value using exchange rate.
- E. Replace patterns with string/EC field.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

Which actions can you perform using the OData API?

Note: There are 2 correct answers to this question.

- A. Navigate between the entities of the request.
- B. Write data for objects built with the Metadata Framework.
- C. Replicate employees with the field-level delta.
- D. Build user interfaces using role-based permissions and concurrent user access.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 13

Which entity fully supports HTTP PUT and POST operations?

- A. PerPersonal
- B. Position
- C. FOCostCenter
- D. FODepartment

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 14

Your customer asks you to implement external event notifications in SAP SuccessFactors Employee Central. Which design-time components do you define?

Note: There are 3 correct answers to this question.

- A. Business rule
- B. Role
- C. Entity to trigger event

- D. Subscriber
- E. Consumer

Answer: (SHOW ANSWER)

NEW QUESTION: 15

What does SAP recommend you do when you experience problems with modifying the OData API data model?

- A. Manually refresh the cache.
- B. Refresh the Web browser.
- C. Re-import the data model.
- D. Logout/login of SAP SuccessFactors.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

You want to display the SAP ERP employee data in SAP SuccessFactors. How can you integrate the SAP ERP user interface with SAP Success Factors? Note: There are 3 correct answers to this question.

- A. UI mashup integration
- B. Custom navigation link
- C. Role-based UI integration
- D. Homepage tile integration
- E. Integration Center

Answer: A,B,D (LEAVE A REPLY)

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NEW QUESTION: 17

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

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 18

Which of the following formats can you use when you extract data from SAP SuccessFactors using the Compound Employee API?

- A. Atom Syndication Format
- B. XLSX format
- C. CSV format
- D. JSON format

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

Your customer wants to create a placeholder record as of the hire date using Infoporter. Which switch for view V_ECPAO_CONSTANT must be activated?

- A. Additional Event Records
- B. Activate Onboarding
- C. Filter Based on Employment Status
- D. Fallback Action Type for Hire

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 20

Where can you find a list of API URLs that are relevant for each data center?

- A. SAP SuccessFactors HCM Suite Employee Central OData API: Reference Guide
- B. SAP BusinessObjects Explorer API Guide
- C. SAP SuccessFactors HCM Suite OData API: Reference Guide
- D. SAP Cloud Platform API Management User Guide

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 21

The Job Information portlet of SAP SuccessFactors Employee Central is mapped to which relationship in SAP ERP?

- A. Employee - Position
- B. Employee - Manager
- C. Employee - Cost center
- D. Employee - Job

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 22

Which BAdI do you use for custom field mapping with data replication from SAP ERP HCM to SAP SuccessFactors Employee Central?

- A. EX_ECPAO_EMP_VAUDITY_TAB

- B. EX_ECPAO_EMP_USYID_PRN_UNM_MAP
- C. EX_ECPAO_EMP_DATA_E)CrRACT_OUT
- D. EX_ECPAO_EMP DATA.MODIFY

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

Your customer needs to Integrate with a third-party payroll vendor and has to report employment changes since the last successful replication. Which query mode of the Compound Employee API must you use?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Your customer implemented all available BAdI 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. 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
- B. 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
- C. 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
- D. 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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 25

Your customer wants to directly load General Benefits Information (infotype 0171) and Savings Plan (infotype 0168) in the new SAP ERP HCM system. Your customer also implemented the Change Mapped Infotype Data BADl in the SAP ERP system.

What will happen to infotypes 0171 and 0168 after a successful employee replication?

- A. Infotypes 0171 and 0168 will remain the same.
- B. Infotypes 0171 and 0168 will be delimited and new infotype records will be created.
- C. Infotypes 0171 and 0168 will be deleted.
- D. Infotypes 0171 and 0168 will be delimited.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 26

What authentication types can you configure in the SAP SuccessFactors adapter in the SAP Cloud Platform Integration service?

Note: There are 2 correct answers to this question.

- A. SAML-based
- B. Certificate-based
- C. Basic
- D. App-based

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 27

A customer implements employee master data replication and needs to define country-specific mappings. What is the best practice to start the configuration?

- A. Copy sample secondary mappings.
- B. Clone the transformation template for existing secondary mappings.
- C. Clone the transformation template group.
- D. Copy sample primary mappings.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

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. Configure the value mapping entity for the cust_shop object and assign it using the field mapping for the relationship template.

C. Configure the field mapping for the cust_shop object and assign the division value mapping entity to the division field.

D. Create BAdI implementation for the generation of relationships in SAP ERP.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

During migration from SAP ERP to SAP SuccessFactors Employee Central, what is the result of activating the "Set inactive user status" switch in view V EC PAO_ CONSTANT?

A. Inactive users are migrated last.

B. The background job that sets inactive user status is run.

C. The background job that sets inactive user status is NOT run.

D. Inactive users are NOT migrated.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

On SAP ERP HCM, what are the prerequisites to enable Core Hybrid integrations with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

A. SAP APPL 600 SP15 or higher

B. SFIHCM03 add-on 1.0

C. SAP APPL 531

D. PA_SE_IN 100 add-on

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 31

Which packaged integrations are only specific to the Side-by-Side deployment model?

Note: There are 2 correct answers to this question.

A. Organizational Data from SAP SuccessFactors Employee Central to SAP ERP HCM

B. Organizational Data from SAP ERP HCM to SAP SuccessFactors Employee Central

C. Employee Master Data from SAP SuccessFactors Employee Central to SAP ERP HCM

D. Employee Master Data from SAP ERP HCM to SAP SuccessFactors Employee Central

Answer: B,D ([LEAVE A REPLY](#))

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