

## Best Preparations of C\_HRHFC\_2105 Exam 2022 SAP Certified Application Associate Unlimited 87 Questions [Q28-Q49]

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Focus on C\_HRHFC\_2105 All-in-One Exam Guide For Quick Preparation.

### SAP C\_HRHFC\_2105 Exam Syllabus Topics:

Topic 1- Introduce the Employee Central based integration scenarios and productized integrations- Identify what kind of API tools are available within Employee Central  
Topic 2- Implement and configure the integration of SAP ERP HCM user interface to SAP SuccessFactors- SAP SuccessFactors Employee Central Integration with SAP ERP Scenarios Overview  
Topic 3- SAP ERP HCM User Interface Integration with SAP SuccessFactors Employee Central- SAP SuccessFactors Employee Central Integration Overview and Basic Settings  
Topic 4- Implement and configure the integration of Cost Centers from SAP SuccessFactors and SAP ERP HCM- Implement and configure the extensibility of SAP ERP HCM employee data to SAP SuccessFactors  
Topic 5- Determine when to use the appropriate API, enable the Employee Central OData APIs in your instance- SAP ERP HCM Employee Data Migration and Replication with SAP SuccessFactors Employee Central  
Topic 6- Implement and configure the integration of Organizational Management from SAP SuccessFactors and SAP ERP HCM- Delta and Snapshot transmission modes, demonstrate how to apply select parameter  
Topic 7- Configure settings you make in Customizing to prepare SAP ERP HCM system for data extraction- Cost Center Replication from SAP ERP to SAP SuccessFactors Employee Central  
Topic 8- Organizational Data Replication from SAP SuccessFactors Employee Central to SAP ERP HCM- Extensibility (BADIs) for SAP ERP HCM Employee Data Replication with SAP SuccessFactors Employee Central

**NO.28** Which customer requirement specifies using a Core Hybrid scenario?

- \* Move core HR processes of selected countries to SAP SuccessFactors.
- \* Move talent processes to SAP SuccessFactors. . Keep PA/OM, Payroll/Time & Attendance in on-premise SAP ERP HCM.
- \* Move PA/OM and Time & Attendance to SAP SuccessFactors with no HR processes running on SAP ERP.
- \* Move PA/OM to SAP SuccessFactors. . Keep Payroll/Time & Attendance in on-premise SAP ERP HCM.

**NO.29** 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?

- \* Provisioning-based scheduled Quartz job
- \* Compound Employee API
- \* EmpJob OData Web service
- \* SFAPI ad hoc report

**NO.30** 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?

- \* Because the manager of the organizational unit relationship is always replicated to SAP ERP
- \* Because the position is NOT required for employee-manager relationships in SAP ERP
- \* Because the position is created by the integration add-on if NO position is sent to SAP ERP

\* Because the employee is NOT replicated successfully until a valid position is assigned

**NO.31** Position management is active in SAP SuccessFactors Employee Central and the customer wants to replicate the same positions to SAP ERP. Which switch needs to be activated in the SAP ERP system?

- \* SFSFI OANSS
- \* SFSFI PMACT
- \* SFSFI SPO MP
- \* SFSFI SBSER

**NO.32** 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.

- \* Role
- \* Consumer
- \* Subscriber
- \* Entity to trigger event
- \* Business rule

**NO.33** 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.

- \* Multiply with a number.
- \* Adjust string to length.
- \* Convert value using exchange rate.
- \* Unpack EC field to adjust value in SAP ERP.
- \* Replace patterns with string/EC field.

**NO.34** Using basic extensibility, which of the following SAP infotypes can be mapped to the SAP SuccessFactors Employee Central Job Information portlet?

Note: There are 3 correct answers to this question.

- \* Contract Elements (0016)
- \* Basic Pay (0008)
- \* Addresses (0006)
- \* Organizational Assignment (0001)
- \* Planned Working Time (0007)

**NO.35** 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?

- \* SAP SuccessFactors role-based permissions
- \* SAP SuccessFactors Provisioning
- \* SAP SuccessFactors Integration Center
- \* SAP SuccessFactors Admin Center

**NO.36** Which entity fully supports HTTP PUT and POST operations?

- \* Position
- \* FOCostCenter
- \* PerPersonal

\* FODepartment

**NO.37** 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.

- \* PA\_SE\_IN 100 add-on
- \* SAP APPL 600 SP15 or higher
- \* SFIHCM03 add-on 1.0
- \* SAP APPL 531

**NO.38** What data Web service must be configured for employee data replication using Business Integration Builder in SOAMANAGER?

- \* EmployeeMasterDataAndOrgAssignmentBundleReplicationRequestJn
- \* EmployeeMasterDataReplicationRequestjn
- \* Employee MasterData Bundle ReplfcatfonRequestJn
- \* EmployeeOrganisatfonalAssfgnmentReplicationRequest\_In

**NO.39** Which organizational structure objects can you replicate as organizational units from SAP SuccessFactors Employee Central to SAP ERP?

Note: There are 2 correct answers to this question.

- \* Positions
- \* Departments
- \* Location
- \* Divisions

**NO.40** Your customer needs to store employee address data for both home and host assignments. What SAP Successfactors Employee Central field supports this?

- \* Temporary address
- \* Home address
- \* Permanent address
- \* Host address

**NO.41** What setting needs to be enabled before you can use Business Integration Builder (BIB)-based configuration?

- \* Activate BIB with SAP SuccessFactors Provisioning.
- \* Activate the BIB setting in customizing activity in SAP ERP HCM.
- \* Maintain &#8220;X&#8221; with SAP Cloud Platform Integration extensions.
- \* Maintain the flag in SAP SuccessFactors Employee Central configuration.

**NO.42** Your customer would like to schedule the Business Integration Builder-based employee data replication to check for changes in SAP SuccessFactors Employee Central every 30 minutes. Where does the integration need to be scheduled?

- \* SAP SuccessFactors Employee Central
- \* SAP SuccessFactors Provisioning
- \* SAPERP HCM
- \* SAP Cloud Platform Integration

**NO.43** 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.

- \* EC model
- \* EC template group
- \* EC permission roles
- \* EC company ID

**NO.44** Where can you find a list of API URLs that are relevant for each data center?

- \* SAP SuccessFactors HCM Suite Employee Central OData API: Reference Guide
- \* SAP SuccessFactors HCM Suite OData API: Reference Guide
- \* SAP Cloud Platform API Management User Guide
- \* SAP BusinessObjects Explorer API Guide

**NO.45** You need to replicate organizational custom MDF objects from SAP SuccessFactors to SAP ERP. Which customizing activities do you perform?

- \* Define Organizational Object Types for Integration

Define Employee Central Templates for Additional Organizational Data Entities Define Field Mapping for Employee Data Define Value Mapping Entity and Define Field Mapping for Organization Data

- \* Define Organizational Object Types for Integration

Define Employee Central Templates for Additional Organizational Data Entities Import Metadata for Web Service-Based Data Transfer from Employee Central Define Value Mapping Entity and Define Field Mapping for Organization Data

- \* Define Organizational Object Types for Integration

Define Additional Employee Central Entities for Employee Data

Import Metadata for Web Service-Based Data Transfer from Employee Central Define Field Mapping for Employee Data

- \* Define Employee Data Settings for Employee Central Instance

Define Additional Employee Central Entities for Employee Data

Import Metadata for Web Service-Based Data Transfer from Employee Central Define Field Mapping for Employee Data

**NO.46** What activities do you perform to configure employee master data replication from SAP ERP to Successfactors Employee Central?

Note: There are 3 correct answers to this question.

- \* Set up certificates and permissions in the SAP Cloud Platform Integration service and SAP ERP.
- \* Set up the technical integration user in SAP Successfactors Employee Central and SAP ERP.
- \* Configure the !Doc adapter in SAP Cloud Platform Integration service.
- \* Copy the content of the integration pack to your workspace, then configure and deploy it in the SAP Cloud Platform Integration service.
- \* Set up an SAP Process Integration/SAP Process Orchestration integration between SAP ERP and the SAP Cloud Platform Integration service.

**NO.47** Which of the following are effective ways to improve the performance of OData query operations?

Note: There are 3 correct answers to this question.

- \* Maximize the use of multi-threading.

- \* Choose the optimal OData base entity.
- \* Use small page sizes for paginated data.
- \* Keep transactions simple.
- \* Match client wait time to system wait time.

**NO.48** Which configuration would you need in the transformation template group when implementing employee data replication from SAP SuccessFactors Employee Central to SAP ERP?

Note: There are 3 correct answers to this question.

- \* Configure the EC Company ID.
- \* Configure the Web service API user.
- \* Enable filter mode.
- \* Configure the communication channel.
- \* Maintain primary and secondary mapping.

**NO.49** 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?

- \* The background job that sets inactive user status is NOT run.
- \* The background job that sets inactive user status is run.
- \* Inactive users are migrated last.
- \* Inactive users are NOT migrated.

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