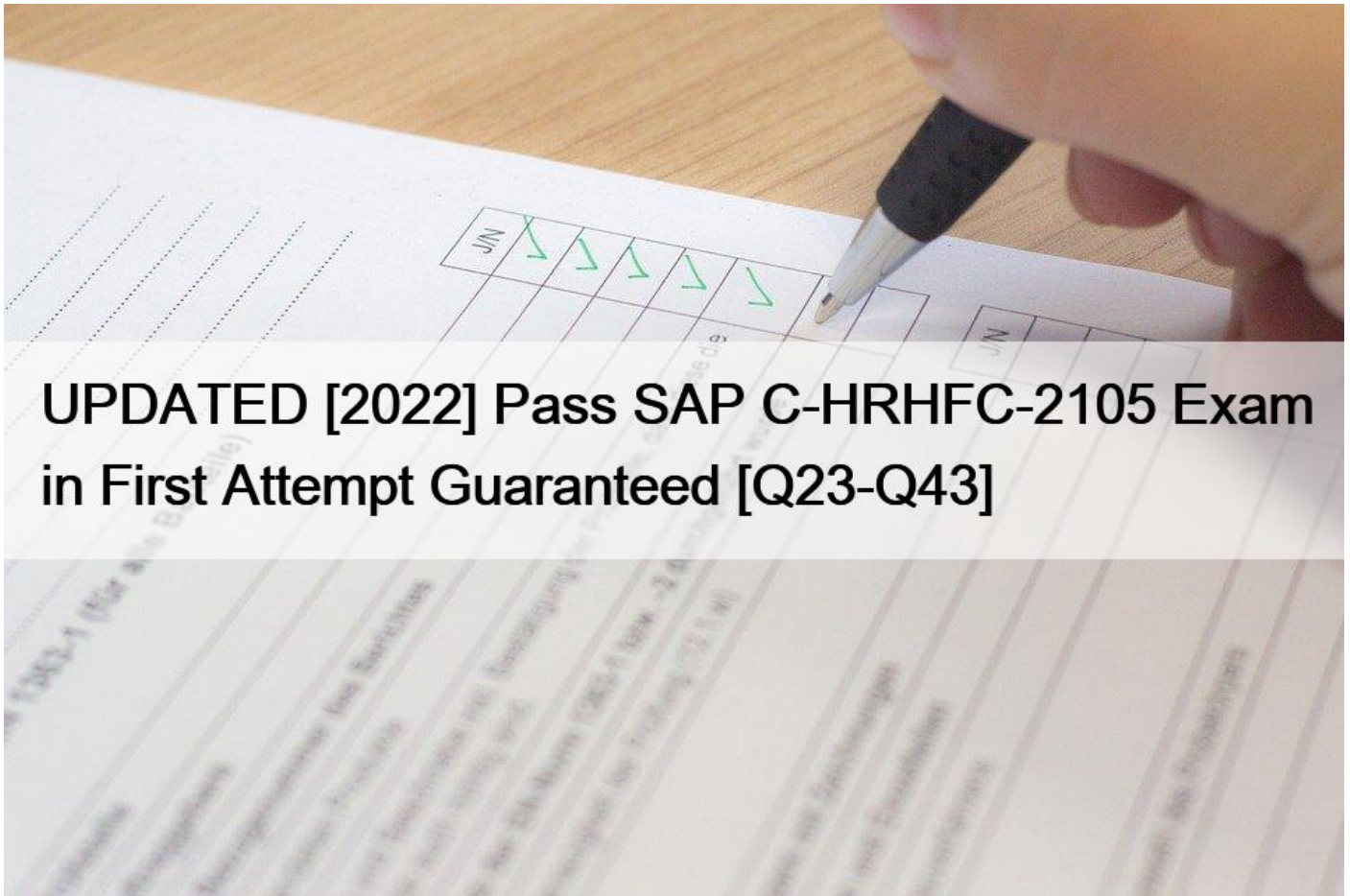


## UPDATED [2022 Pass SAP C-HRHFC-2105 Exam in First Attempt Guaranteed [Q23-Q43]



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Pass C-HRHFC-2105 Exam Latest Practice Questions

**NO.23** 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.24** 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.25** What are the benefits of using the new organizational replication process? Note: There are 2 correct answers to this question.

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

**NO.26** 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?

- \* purge Type=reload
- \* purge Type=reloadfull
- \* purge Type=full
- \* purge Type=incremental

**NO.27** During migration from SAP ERP to SAP SuccessFactors Employee Central, what is the result of activating the `&#8220;Set inactive user status&#8221;` 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.

**NO.28** Your customer implemented all available BAdls during employee replication, but the interface behaves unexpectedly. You are validating the BAdl implementations by checking the sequence in which they are triggered during the replication.

Which sequence is correct?

- \* Decide Hire Rehire BAdl

Mapping External Personnel Numbers BAdl

Change Logic for Filling Standard Infotypes BAdl

Exclude Infotype Records from Deletion BAdl

Add Non-Standard Infotypes BAdl

- \* Change Logic for Filling Standard Infotypes BAdl

Add Non-Standard Infotypes BAdl

Mapping External Personnel Numbers BAdl

Exclude Infotype Records from Deletion BAdl

Decide Hire Rehire BAdl

- \* Mapping External Personnel Numbers BAdl

Decide Hire Rehire BAdl

Add Non-Standard Infotypes BAdl

Change Logic for Filling Standard Infotypes BAdl

Exclude Infotype Records from Deletion BAdI

- \* 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

**NO.29** 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?

- \* Full Cloud
- \* Side-by-Side
- \* Talent Hybrid
- \* Core Hybrid

**NO.30** Which SAP ERP Enhancement Packages support Payroll UI integration with SAP SuccessFactors Employee Central?

Note: There are 2 correct answers to this question.

- \* SAP ERP Enhancement Package 7
- \* SAP ERP Enhancement Package 4
- \* SAP ERP Enhancement Package 3
- \* SAP ERP Enhancement Package 8

**NO.31** You need to map language keys from SAP SuccessFactors Employee Central to SAP ERP. Where do you define this mapping?

- \* SAP HCM

Customizing activity Map Languages from Employee Central and SAP ERP HCM

- \* SAP HCM

Customizing activity Define Field Mapping for Employee Data

- \* SAP SuccessFactors Employee Central

Picklist Mapping Setup \_, Select Language

- \* SAPHCM

Transaction Code: SOAMANAGER &#8211; Configure the EmployeeOrgAssignmRepIRequest Web service

**NO.32** Which activities do you perform in SAP ERP to send cost center data to the SAP Cloud Platform Integration service?

Note: There are 3 correct answers to this question.

- \* Add root certificates from the SAP Cloud Platform Integration service in the Trust Manager of SAP ERP.
- \* Configure report ODTF REPL\_ CC in SAP ERP.

- \* Activate the cost center Web service in SAP ERP.
- \* Configure ALE communication in SAP ERP.
- \* Install add-on component PA\_SE\_IN 100 in SAP ERP.

**NO.33** 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.

- \* MDF object version history Is set to complete history.
- \* MDF object must be country-specific.
- \* API visibility on MDF object is set to read only or editable.
- \* MDF object has a user relation.
- \* MDF object needs to be a composite object.

**NO.34** You migrate organizational objects from SAP ERP to SAP SuccessFactors Employee Central. For which activity do you use the SFIOM\_KMAP OSI transaction?

- \* Specify the organizational objects IDs to be migrated.
- \* Verify that the key mapping table is updated.
- \* Check the migration status for object IDs.
- \* Configure the mapping of organizational object IDs.

**NO.35** Employee master data replication from SAP SuccessFactors Employee Central to SAP ERP requires the deployment of two types of credentials on the SAP Cloud Platform Integration service.

What is an example of a user name for the default type credential artifact?

- \* myECCCompanyID@myAdminPassword
- \* myAdminUser@myCredentialName
- \* myAdminUser@myECCCompanyID
- \* myECCCompanyID@myAdminUser

**NO.36** Your customer needs to send historical employment data to the benefits system using the OData API. Which filter parameters must you use in the OData API query?

- \* beginDate and end Date
- \* effectiveStartDate and effectiveEndDate
- \* startDate and end Date
- \* fromDate and toDate

**NO.37** Your customer wants to restrict access to the Data Replication Monitor to specific administrators based on their country assignment. How can you accomplish this?

- \* Enable by-country views in DRM.
- \* Configure role-based permissions.
- \* Configure DRM for each country.
- \* Filter by country in DRM.

**NO.38** Your customer is integrating a new UI with SAP ERP HCM for employee self-service scenarios. Which picklist values do you use for the Rule Type field to trigger the business rule?

Note: There are 3 correct answers to this question.

- \* onChange
- \* onSave

- \* onView
- \* onEdit
- \* onInit

**NO.39** In which case do you use the secondary mapping as part of the Infotype Mapping method?

- \* Map fields one-to-one
- \* Map fields many-to-one
- \* Map fields many-to-many
- \* Map fields depending on Country

**NO.40** Your customer needs to implement cost center replication from SAP ERP to SAP SuccessFactors Employee Central. They have multiple SAP ERP Financials systems in their landscape with similar cost center names.

What activity do you recommend to the customer?

- \* Create a key mapping in the PAOCFEC\_KMAPCOSC table.
- \* Enable the External Object ID field in SAP SuccessFactors Employee Central.
- \* Implement the ODTF CC\_REPUCAT\_IDOCS\_MODIFY enhancement spot.
- \* Enable the USE\_EXTERNAL\_COST\_CENTERSAP Cloud Platform Integration service process parameter.

**NO.41** Your customer wants to use '&#8220;server pagination&#8221; to manage a large number of results from an OData query operation. Which options are available for the customer?

Note: There are 2 correct answers to this question.

- \* Snapshot pagination
- \* Client offset pagination
- \* Dynamic pagination
- \* Cursor-based pagination

**NO.42** 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.43** To which value do you have to set the maximum password day to keep the API user from expiring?

- \* 1 day
- \* 0 days
- \* 365 days
- \* 1 day

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