Latest Version: 6.0

Question: 1

You need to replicate custom organizational MDF objects from SAP SuccessFactors to SAP ERP.Which customizing activities do you perform?

A. 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.
B. 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 mapp
C. 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.
D. 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.

Answer: B

Question: 2

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. Side by Side
C. Core Hybrid
D. Talent Hybrid

Answer: B,C

Question: 3

Your customer needs to replicate position matrix relationships from SAP SuccessFactors Employee Central to the relationship infotype in the SAP ERP system. Which of the following transformation templates must you define before you begin? Note: There are 2 correct answers to this question.

A. ERP transformation template for Matrix Position

B. ERP transformation template for Position Matrix Relationship
C. ERP transformation template for Cost Distribution
D. ERP transformation template for Position

Answer: A,D

Question: 4

Your customer wants to implement the Hire Rehire BAdI (EX_PAOCF_EC_DECIDE_HIRE_REHIRE).Which values do you use to fill the CV_PERNR and CV_NEW_HIRE parameters to rehire an employee into the original personnel number used in SAP ERP HCM?

A. CV_PERNR: Personnel number/CV_NEW_HIRE: User ID
B. CV_PERNR: User ID/CV_NEW_HIRE: X
C. CV_PERNR: X/CV_NEW_HIRE: Blank
D. CV_PERNR: Personnel number/CV_NEW_HIRE: blank

Answer: D

Question: 5

When running the Infoporter Employee Extraction report in Web service mode, what can you use to validate the configuration details and mappings?

A. Admin Center check tool
B. Report viewer
C. Data mapping check tool
D. Test run option

Answer: D

Question: 6

Your customer is integrating a new UI with SAP ERP HCM for employee self-service scenarios. Which picklist values do you use for the RuleType field to trigger the business rule? Note: There are 3 correct answers to this question.

A. onIncrement
B. onSave
C. onView
D. onExecute
E. onChange

Question: 7

You migrate organizational objects from SAP ERP to SAP SuccessFactors Employee Central. For which activity do you use transaction SFIOM_KMAP_OSI?

A. Activate synchronization of object IDs.
B. Verify that the key mapping table is updated.
C. Specify the organizational object IDs to be migrated.
D. Check the migration status for object IDs.

Answer: A

Question: 8

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

Answer: D

Question: 9

Your customer uses the SAP SuccessFactors to SAP ERP UI integration in the Side-by-Side deployment model. Which of the following is a valid use case in SAP SuccessFactors?

A. The HR business partner views open positions in SAP ERP.
B. The manager triggers a change to working time for an employee in SAP ERP.
C. The employee checks the pay statement created in SAP ERP.
D. The HR administrator enters additional data that is needed for SAP ERP.

Answer: B

Question: 10

Where in SAP SuccessFactors do you create a picklist for the RuleType field for Employee Self-Service (ESS) services in SAP ERP?

A. Configure Business Rules
B. Manage Data
C. Configure Object Definitions
D. Manage Business Configuration

Answer: B