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## QUESTION & ANSWER

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**Exam** : **C\_HRHFC\_2105**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Full  
Cloud/Core Hybrid 1H/2021

**Version** : DEMO

1. Some of your customer's employees failed the duplication check in the EX\_PAOCF  
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

2. 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. Convert value using exchange rate.
- D. Unpack EC field to adjust value in SAP ERP.
- E. Replace patterns with string/EC field.

**Answer:** A,B,E

3. Your customer wants to report employee data on the first day of every month.

Which parameter of the Compound Employee API do you use?

- A. Effective\_end\_date = first day of month
- B. Snapshot\_date = first day of month
- C. Start\_date = first day of month

**Answer:** B

4. 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?

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

**Answer:** C

5. Which table displays the list of HR Renewal infotypes in SAP ERP HCM?

- A. PAOCFEC\_EEKEYMAP
- B. T77PAOMDCF
- C. TSAD5
- D. T535N

**Answer:** B

