

SAP EDUCATION

SAMPLE QUESTIONS: C_HRHTH_1608

SAP Certified Application Associate – SAP SuccessFactors Talent Hybrid (1608)

Disclaimer: These sample questions are for self-evaluation purposes only and do not appear on the actual certification exams. Answering the sample questions correctly is no guarantee that you will pass the certification exam. The certification exam covers a much broader spectrum of topics, so do make sure you have familiarized yourself with all topics listed in the exam competency areas before taking the certification exam.

Questions

1. Your customer wants you to implement SAP SuccessFactors Employee Data integration with SAP ERP HCM.

Which field attribute should you align in the SAP SuccessFactors Data Model with SAP ERP HCM?

Please choose the correct answer.

a)	☐	max-length
b)	☐	standard-element
c)	☐	label
d)	☐	matrix-filter

2. You are implementing SAP SuccessFactors Employee Data integration with SAP ERP HCM for your customer.

The standard selection is set up to send only active employees. When Employee A gets terminated in SAP ERP HCM, what will happen to the record in SAP SuccessFactors and SAP ERP HCM?

Note: There are 2 correct answers to this question.

a)	☐	Employee A will be active as the selection from SAP ERP HCM ignores the terminated records.
b)	☐	Employee A will be set to inactive as the integration identifies the employee as no longer relevant for Integration.
c)	☐	Employee A is inserted into the inactive employee table and removed from the main log table.
d)	☐	Employee A will be in the main log table as the terminated information is ignored by the selection screen.

3. A You are implementing Employee Data integration from SAP ERP HCM to SAP SuccessFactors.

What fields are required for the integration to be successful?

Note: There are 2 correct answers to this question.

a)	☐	First Name
b)	☐	External ID
c)	☐	Status
d)	☐	Location

4. What transaction code is used to start the hiring process of a candidate imported from the OnboardingCandidateInfo SuccessFactors MDF object to SAP ERP HCM?

Please choose the correct answer.

a)	☐	HRSFI_ONB_TRIGGER
b)	☐	HRSFI_EMP_ONBOARDING
c)	☐	HRSFI_ONB_DATA_IMP
d)	☐	HRSFI_ONB_HIRE

5. What can a Human Resources Manager do with the Job Application data after it is imported into SAP ERP HCM from SAP SuccessFactors Recruiting?

Note: There are 3 correct answers to this question.

a)	☐	Specify if the Job applicant is a duplicate
b)	☐	Change Personnel Action
c)	☐	Change country grouping
d)	☐	Import the Job Application again
e)	☐	Update candidate data in SAP SuccessFactors

6. What must be created in SAP SuccessFactors Compensation before you can integrate SAP ERP HCM with SAP SuccessFactors Compensation?

Note: There are 2 correct answers to this question.

a)	☐	Compensation template
b)	☐	Compensation planner
c)	☐	Compensation budget
d)	☐	Compensation ad hoc report

Solutions

1 a) Correct	2 a) Incorrect	3 a) Incorrect	4 a) Incorrect	5 a) Correct
1 b) Incorrect	2 b) Correct	3 b) Correct	4 b) Incorrect	5 b) Correct
1 c) Incorrect	2 c) Correct	3 c) Correct	4 c) Incorrect	5 c) Correct
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Correct	5 d) Incorrect
				5 e) Incorrect

6 a) Correct				
6 b) Incorrect				
6 c) Incorrect				
6 d) Correct				

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