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In today's fast-evolving business landscape, companies across industries continue to leverage **SAP SuccessFactors** to streamline human capital management (HCM). For professionals seeking to deepen their expertise in SAP's HCM suite, the **C_P2W12_2311 – SAP Certified Application Associate – SAP SuccessFactors Performance and Goals 2H/2023** certification stands out as a valuable credential. Whether you're an HR consultant, SAP functional analyst, or a career-switcher eyeing cloud-based HR solutions, understanding this certification can open new doors.

What is C_P2W12_2311?

The **C_P2W12_2311** certification validates foundational knowledge and skills in **SAP SuccessFactors Performance and Goals**, a module within SAP's broader **HXM (Human Experience Management)** suite. Specifically, it assesses a candidate's ability to implement, configure, and support the Performance & Goals module according to best practices.

Key Features of the Certification:

- Covers the **2H/2023** (Second Half 2023) release updates.
- Tests configuration, implementation, and management knowledge of performance reviews, goal management, calibration, and continuous performance management (CPM).
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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q24-Q29):

NEW QUESTION # 24

Which groupings are used to define the most important control indicators for Time and Payroll?

- A. Employee Group and Employee Subgroup
- B. Personnel Area and Personnel Subarea
- **C. Personnel Subarea and Employee Subgroup**
- D. Personnel Area and Employee Group

Answer: C

NEW QUESTION # 25

A customer wants to generate reports on payroll results in Ad Hoc Query.

Which steps do you need to configure to create payroll results infotypes? Note: There are 3 correct answers to this question.

- **A. Define evaluation wage types**
- B. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- C. Assign calculation rules to payroll infotypes
- **D. Assign wage types to evaluation wage types**
- **E. Create and generate payroll infotypes**

Answer: A,D,E

NEW QUESTION # 26

You want to use rule ZY99 to process wage type 3201 from the old results table with the same processing for all employees. How do you call the rule in the schema?

- A. ☐
- B. ☐
- **C. ☐**
- D. ☐

Answer: C

NEW QUESTION # 27

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries.

How can you ensure that each time administrator only has access to the functions they require?

Note: There are 2 correct answers to this question.

- **A. Create different profiles for each time entry requirement in Customizing.**
- B. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- **C. Assign different profiles in feature PINCH.**
- D. Assign administrators to different administrator groups in table T526.

Answer: A,C

NEW QUESTION # 28

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Payroll schema and period parameter

- B. Pay frequency and paid holidays
- C. Paid holidays and pay date
- **D. Pay date and pay frequency**

Answer: D

NEW QUESTION # 29

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