

Exam Dumps C-P2W12-2311 Provider & New C-P2W12-2311 Exam Preparation

Vouch for your role as SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA with C_P2W12_2311 Certificate

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).
- Demonstrates your readiness to contribute to SAP SuccessFactors projects as an application consultant.



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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q41-Q46):

NEW QUESTION # 41

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- A. End User Service Delivery (MSS/ESS)
- B. Capacity Planning
- C. Workforce Process Management
- D. Task and Resource Management
- E. Talent Management

Answer: A,C,E

NEW QUESTION # 42

For the personnel number assignment, you require different number ranges for different personnel areas.

Using the feature NUMKR, where would you assign the default number range?

- A. In the schema
- B. In the operation
- C. In the return value
- D. In the structure

Answer: C

NEW QUESTION # 43

Which items do you need to configure before generating payroll periods?

- A. Define holiday calendar -> Assign period parameters -> Define date modifiers -> Configure ABKRS
- B. Create control record -> Configure ABKRS -> Assign pay day rule -> Define holiday calendar
- C. Assign period parameters -> Create control record -> Configure LGMST -> Define holiday calendar
- D. Assign period parameters -> Define date modifiers -> Create control record -> Assign pay day rule

Answer: D

NEW QUESTION # 44

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. ITO008 Basic Pay • IT0057 Membership Fees • IT2010 Employee Remuneration Info
- B. ITO083 Leave Compensation • IT0416 Quota Compensation • IT2010 Employee Remuneration Info
- C. ITO008 Basic Pay • ITO014 Recurring Payments/Deductions • ITO015 Additional Payments
- D. ITO014 Recurring Payments/Deductions • ITO015 Additional Payments • IT2010 Employee Remuneration Info

Answer: C

NEW QUESTION # 45

A customer requires a report for employees with qualifications according to personnel area.

How can you restrict the output to display only employees who actually have qualifications?

- A. Use the filter function to search for the personnel area.

- B. Add the DATA_REQUIRED switch to the InfoSet.
- C. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- D. Rewrite the Ad Hoc Query definition.

Answer: B

NEW QUESTION # 46

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