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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).
- 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 (Q61-Q66):

NEW QUESTION # 61

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- B. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).
- C. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- **D. Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).**

Answer: D

NEW QUESTION # 62

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- **A. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).**
- B. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- C. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- D. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.

Answer: A

NEW QUESTION # 63

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- **A. PLOGI PERSN**
- B. PLOGI PLOGI
- C. PLOGI ORGA
- D. PLOGI EVENB

Answer: A

NEW QUESTION # 64

You need to outline the payroll process for the end users in a company.

What is the correct sequence of steps?

- A. Release for Payroll → Release for Corrections → Check Results → Exit
- **B. Release for Simulation → Release for Payroll → Exit → Check Results**
- C. Release for Payroll → Release for Corrections → Exit → Check Results
- D. Release for Simulation → Check Results → Release for Corrections → Exit

Answer: B

NEW QUESTION # 65

What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)?

- A. It stores employee-related text documents.
- **B. It stores values for additional authorization checks.**
- C. It stores the calculated length of service from the date of hire.
- D. It stores the employee's supervisor.

Answer: B

NEW QUESTION # 66

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