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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 (Q34-Q39):

NEW QUESTION # 34

Which planning statuses are available when creating new organizational objects?

- **A. Submitted Approved Obsolete**
- B. Submitted Active Vacant
- C. Vacant Approved Obsolete
- D. Planned Submitted Rejected

Answer: A

NEW QUESTION # 35

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)?

Note: There are 3 correct answers to this question.

- **A. The infotype 1005 (Planned Compensation)**
- B. The module TARIF
- **C. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)**
- **D. The feature TARIF**
- E. The feature LGMST

Answer: A,C,D

NEW QUESTION # 36

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

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

Answer: C

NEW QUESTION # 37

Which functions import HR master data into the payroll run?

Note: There are 3 correct answers to this question.

- A. P2010
- **B. PAB**
- **C. RAB**
- **D. WPBP**
- E. PTIP

Answer: B,C,D

NEW QUESTION # 38

A customer wants to use relationships to accurately depict their organizational structure.

Which are standard relationships between organizational objects?

Note: There are 2 correct answers to this question.

- **A. A Job (C) can describe multiple Positions (S).**
- B. A Position (S) can belong to multiple Organizational Units (O).

- C. An Organizational Unit (O) can incorporate multiple Positions (S).
- D. A Position (S) can be described by multiple Jobs (C).
- E. An Organizational Unit (O) can incorporate multiple Jobs (C).

Answer: A,C

NEW QUESTION # 39

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